

C O N T E N T S
MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
SEPTEMBER 26-27, 1995

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**MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
SEPTEMBER 26-27, 1995**

A regular meeting of the Board of Regents governing The University of Oklahoma and Cameron University was called to order in the Board Room of the Foundation Building on the Norman Campus on September 26, 1995 beginning at 2:45 p.m.

The following Regents were present: Regent G. T. Blankenship, Chairman of the Board, presiding; Regents Stephen F. Bentley, J. Cooper West, Melvin C. Hall, Donald B. Halverstadt, M.D., and Robin Siegfried.

Absent: Regent C. S. Lewis III.

Others attending all or a part of the meeting included Mr. David L. Boren, President of The University of Oklahoma, Interim Provosts Nancy L. Mergler and Joseph J. Ferretti, Vice Presidents Jerry B. Farley, Richard E. Hall, Mark E. Lemons, and David L. Maloney, Mr. Fred Gipson, Chief Legal Counsel, and Dr. Chris Purcell, Executive Secretary of the Board of Regents.

Those attending the meeting from Cameron University were Dr. Don Davis, President of the University, Provost Terral McKellips, Vice Presidents Louise Brown and Don Sullivan, and John Sterling, Controller.

Notice of the time, date, and place of this meeting was submitted to the Secretary of State, and the agenda was posted in the Office of the Board of Regents on or before 2:00 p.m. on September 25, 1995, both as required by 25 O.S. 1981, Section 301-314.

CAMERON UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY

President Davis presented the following report which contains a review of goals for FY95 and the established objectives for the 1995-96 academic year as presented to Cameron University faculty and staff at their annual fall meeting.

Cameron's first two goals involved campus construction. The first was to complete reconstruction of the Fitness Center, reopen it, and conclude the litigation surrounding it. That goal has been accomplished. The reconstructed Fitness Center should serve the Campus well for years to come.

The second goal of completing the design and beginning the construction of the Sciences Complex through the implementation of a new construction process called partnering has been accomplished. Using this process, the University administration has worked with Urban Design Group, architectural and engineering consultant, and Flintco, construction manager, to explore more economical construction techniques, select alternate materials, make minor design changes, and adopt value engineering options to reduce the total cost of this project by \$2 million, while retaining the number and size of classrooms, laboratories, offices,

lecture halls and common areas contained in the original design. Through private funds and reallocation of other resources, the remaining \$1 million required to complete the facility has been secured. The building is on schedule, under cost and should be ready for occupancy next fall.

One of last year's goals related to preparation for five accreditation actions. Those accreditation efforts which were completed were successful and substantial progress was made on the others.

Eight goals from a year ago addressed equipping the campus to implement new technologies in teaching, research and administration. Tremendous progress has been made on all of them. New student computer stations have been established, and writing and instructional support labs have been upgraded. Construction of the fiber optics campus network is underway. Progress is being made on developing the system to deliver student affairs services electronically. Instructional technology is finding its way into many classrooms.

Goals to raise private funds were accomplished through gifts and pledges for the Sciences Complex which exceeded \$600,000, the largest of which was the \$200,000 grant from the Goodyear Tire and Rubber Company. Several proposals to expand the number of endowed positions remain active.

The quest for a new Title III grant missed by ninety-seven one-hundredths of a point, but Cameron should be in a good position for success this year unless program funding is reduced by Congress. Sustaining support contracts were secured for the Fire Support Models and Simulations Institute.

Obviously, it was a very good year. Institutional advancement toward achieving the 17 goals adopted was outstanding.

Goals for the coming year are:

The highest institutional priority is assuring the safety of those on our campus. Completion of construction of new water lines to supply campus fire fighting systems must be the first goal.

Completing construction of the Sciences Complex and occupying it for instruction by the fall of 1996 is the second goal.

Achieving continued NCATE accreditation for Cameron's undergraduate teaching education programs and initial accreditation for the Master of Education and Master of Arts in Teaching degree programs should be the third goal.

A new Statewide telecommunications network called ONENET is scheduled to come on line later this year and Cameron will be a hub site on it. As a fourth goal, a comprehensive action plan needs to be developed to assure campus connectivity to ONENET to facilitate the delivery of telecommunications services both on campus and off. A part of this goal is the completion of the campus fiber optics network.

It has become apparent that by establishing a Cameron University HomePage on the World Wide Web we cannot only provide immediate, unfettered access to all University sources of information, but can develop interactive systems which will allow students, faculty and the

public to transact business with the University electronically. These interactive systems must be user friendly and encompass Cameron's entire scope of student services. Initiating this process is the fifth goal.

As a sixth goal, the integration of interactive media technology into academic and support environments should be promoted, including a faculty and staff development plan.

The seventh goal should be to continue study and discussions of the revision of the general education curriculum and formulate recommendations for consideration by the entire faculty.

It is increasingly important to document that as a University we are good stewards of the public trust along with public funds. As an eighth goal, the Institutional Effectiveness System plan should be implemented.

Institutional policies need to be brought current, examined for compliance with applicable laws, codified and published. Achieving this considerable task should be the ninth goal.

Much of the process of gathering information required to begin design development on the University Center has been accomplished. Now it is time to apply the construction partnering process pioneered on the Sciences Complex to this project. Throughout this year, the partnership of staff, students, faculty, architects, engineers and construction managers will arrive at a design for the University Center, develop plans for its financing, and secure the requisite approvals for its construction. The tenth goal is to make substantial progress through this process.

The tennis courts need considerable repair and the new Sciences Complex will increase the demand for parking in the southwest portion of the campus. To address both problems, new tennis courts should be constructed and existing courts converted to a parking lot as the eleventh goal.

Preparation for Festival III: Science, Technology and the 21st Century will continue throughout the year as the twelfth goal.

President Davis distributed to the Regents a project status report on the Sciences Complex which is the monthly report developed with Flintco and the Urban Design Group that shows the progress of the Sciences Complex. The installation of some of the electrical and mechanical components has begun and it is an impressive sight.

TITLE IV GRANT PROGRAMS

Cameron University has participated in three Title IV programs that are part of the Higher Education Act of 1965 under Subpart 2: Federal Early Outreach and Student Services Programs, Chapter 1 - Federal TRIO Programs. The programs have been approved by the Department of Education for the following budgets for the next fiscal year: Student Support Services - \$238,846.00; Talent Search - \$226,757.00; and Upward Bound - \$222,824.00.

These programs provide excellent support for academically at risk students. The success rate for students who have participated in the programs administered by Cameron University has far exceeded the expectations imposed by federal guidelines.

President Davis recommended the Board of Regents approve the continuation of the following Title IV grant programs at Cameron University: Student Support Services, Talent Search, and Upward Bound.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

FUNDING OF THE FIRE SUPPORT MODELS AND SIMULATION INSTITUTE (FSMSI) FOR FISCAL YEAR 1994

The audit report of Sponsored Programs recommended the transfer of \$80,000.00 from the Housing System Renewal and Replacement Fund to the Fire Support Models and Simulation Institute (FSMSI) to cover operations for fiscal year 1994.

President Davis recommended the Board of Regents approve the transfer of \$80,000.00 from the Housing System Renewal and Replacement Fund to the Fire Support Models and Simulation Institute (FSMSI) to cover operations for fiscal year 1994.

Regent Siegfried moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

MODIFICATION OF CAMPUS MASTER PLAN PROJECT #1000010 REPLACE HVAC SYSTEM IN STUDENT UNION

The Student Union Building houses the largest classrooms on campus, the University bookstore, snack bar, game room and post office. The air conditioning system for the north area of the Student Union is not functioning and the present equipment cannot be repaired.

The original project listed on the Campus Master plan consisted of the removal of two 25-ton, gas-fired ARKLA chiller/heater units and one 100-ton cooling tower and replacing them with two 20-ton, gas-fired chiller/heaters and one 100-ton cooling tower at a cost of \$125,000.

After further review of the project, it has been determined that it will be necessary to equip the Student Union with two 30-ton, gas-fired chiller/heater units and one 100-ton cooling tower. The cost for this project is now an estimated \$175,000. The funding will be \$87,500 out of Fund 600 and \$87,500 out of Fund 470, Auxiliary.

President Davis recommended the Board of Regents approve the increase in funding for the replacement of the HVAC System in the Student Union, Campus Master Plan Project #1000010, from \$125,000 to \$175,000.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

CONSTRUCTION MANAGER FOR DAVIS STUDENT UNION PROJECT

After bids for construction of the Cameron University Sciences Complex came in \$3 million over cost estimates, the Board of Regents authorized the University administration to implement the concept of "partnering" to build the project. Pursuant to the concept, the University, architect and construction manager formed a partnership to bring the project within budget through such design activities as changes, substitution of materials and finishes and use of alternate construction techniques. Cost of the project was reduced by more than \$2 million, while retaining the number of classrooms, laboratories, offices and support areas contained in the original plans and specifications. All elements of the facility have been bid and contracted for, construction is well underway, and the building should be completed by next fall's scheduled occupancy within the revised budget.

The partnering process has achieved such splendid results in the Sciences Complex construction that the Cameron administration recommends its use in the Davis Student Union project which is now in its planning stages. Already, the Urban Design Group has been selected pursuant to policies of the Board of Regents as the student union architect. By bringing the construction manager into the process early in the planning and design stages, many advantages can be realized.

Proposals have been solicited from potential construction management firms and on September 21, 1995 a committee consisting of the President, Vice President for Student Affairs, Development Vice President, Comptroller, Director of Physical Facilities, and a representative of Urban Design Group heard presentations from Manhattan Construction Company and Flintco, Inc. Another company, Wynn Construction Company, was invited to interview and initially accepted but declined on September 20, 1995. Following presentations by Manhattan and Flintco, the committee unanimously recommended that Flintco be selected.

President Davis recommended the use of the partnering concept for the construction of the Davis Student Union and further recommends that Flintco, Inc. be selected to act as construction manager for the project and that the President be directed to contract with Flintco, Inc. for the required services.

Regent Bentley moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

APPROVAL OF CONVOCATION HALL AND CONFERENCE CENTER IN CAMPUS MASTER PLAN

For many years, the Campus Master Plan at Cameron University has shown an arena facility located generally west of Cameron Stadium. This facility has been envisioned as a center to be used for community events and activities.

A recent potential private funding opportunity has caused Cameron to re-evaluate the functions of this facility and to broaden the scope of the functions which may be conducted in the complex. As a result of this analysis, it appears that the community will be well served by a facility which can accommodate large functions such as graduations, major-name community entertainment, and major sporting events in the arena-like facility while hosting functions such as conferences, conventions and outreach education in an adjoining conference center.

If the private funding for the convocation hall and conference center materializes, the 120,000 plus square feet facility will be constructed over the next two to three years.

President Davis recommended the approval of a convocation hall and conference center as part of Cameron's Campus Master Plan.

Vice President Sullivan said the potential funding opportunity is a foundation which has solicited proposals (applications) for funds that are to be awarded to selected projects. He said the University is asking the Board to reaffirm the general concept of building a convocation hall and conference center as part of the Master Plan so the administration can inform the foundation the Board does accept this concept.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

FUNDING OF THE FIRE SUPPORT MODELS AND SIMULATION INSTITUTE (FSMSI) FOR FISCAL YEAR 1995

A report was given to the Board of Regents on a transfer of funds of \$72,000.00 from the Housing System Renewal and Replacement Funds to cover operations of the Fire Support Models and Simulation Institute for fiscal year 1995. The audit report of Sponsored Programs recommended that this transfer be approved by the Board of Regents.

This report was presented for information and discussion. No action was required.

QUARTERLY FINANCIAL ANALYSIS

Being reported this month is the Quarterly Financial Analysis for the quarter ended June 30, 1995. The following comments are submitted for consideration.

ALL FUNDS, CAMERON UNIVERSITY

STATEMENT OF REVENUES AND EXPENDITURES

1. At June 30, 1995, revenues from all funds were at \$27.2 million which were 98% of the budget.

Expenditures were at \$27 million or 88% of the budget. Overall, the budget's revenues and expenditures are close to the amounts anticipated.

STATEMENT OF REVENUES AND EXPENDITURES - EDUCATION AND GENERAL PART I - UNRESTRICTED

1. Revenues - Revenues of \$19.4 million were reported and are 100% of the budget. This is comparable to last year's revenue of \$19.1 million and 100% of the budget. Grants, Contracts and Reimbursements show a decrease due to Minority Faculty Incentive Grant not awarded for the current fiscal year. A decrease in Other Sources is due from a refund of life insurance premiums from Oklahoma State University.

2. Expenditures - Expenditures of \$19.1 million are reported at 86.9% of the budget. This is compared to the prior year expenditures of \$18.2 million and 87.4% of the budget. The Academic Support area showed an increase due to the addition of an Institutional Technology Support Services area. All other items are in line with expectations.

**STATEMENT OF REVENUES AND EXPENDITURES - EDUCATION AND GENERAL
PART II - RESTRICTED**

1. Revenues - Revenues of \$5.1 million were reported at 88.8% of the budget. This is comparable to last year's revenue of \$5.3 million at 87% of the budget. State and Local Grants and Contracts shows an increase due to Area Health Education Outreach being changed from a federal program to a State program. Therefore, the Private Grants and Contracts show a decrease from the prior year due to this reclassification of \$29,000 and a reduction in scholarships of \$84,000.
2. Expenditures - Expenditures of \$5.1 million were reported at 87.8% of the budget. This is comparable to last year's expenditures of \$5.2 million at 86.2% of the budget. Most areas show a slight increase or decrease. These minor fluctuations are in line with what was expected.

STATEMENT OF REVENUES AND EXPENDITURES - AUXILIARY ENTERPRISES

1. Revenues - Revenues for Auxiliary Enterprises are at their anticipated levels.
2. Expenditures - Expenditures for Auxiliary Enterprises are at their anticipated levels.

STATEMENT OF REVENUES AND EXPENDITURES - HOUSING SYSTEM

The Housing System had a deficit of \$362,000 budgeted at the beginning of the fiscal year. This deficit is \$257,369. The administration has changed cost allocations processes and implemented some salary and operating savings; however, these changes will not be reflected in the financial statement until next fiscal year.

DISCRETIONARY RESERVES

Discretionary reserves represent that portion of the University's resources which are not currently budgeted for expenditure or otherwise held for specific future uses. As such, resources of this nature are available to fund future capital projects, operating needs, and/or unforeseen contingencies for any lawful purpose of the University.

E & G PART I

The E&G Part I discretionary reserves are estimated to be \$1,124,817 at June 30, 1996. It is customary that adjustments be made to this reserve figure throughout the year.

E & G PART II

The E&G Part II has no discretionary reserves. All of those reserves are needed for working capital for the programs operated, many of which are reimbursed in arrears and the working capital consumes the reserves.

AUXILIARY ENTERPRISES

It is necessary to maintain a high working capital because the entire Student Activity allocations are made at the beginning of the fiscal year so the activities for the year can be planned and the dollars available for these expenditures.

Miscellaneous Auxiliary Funds have a very small discretionary reserve of approximately \$28,000.

The Housing System has no discretionary reserve although this is the area of the Auxiliary accounts that has the most budgetary pressures to bring revenues and expenditures in line with each other.

Facility Fee discretionary reserves are approximately \$500,000. The funds from the lawsuit related to the Fitness Center will be deposited into this account when received.

PLANT FUNDS

Section 13 and New College Funds currently have discretionary reserves of \$495,311. Private Sources discretionary reserve is \$176,660 at this time. This fund will increase when settlement of the lawsuit relating to the Fitness Center occurs.

Renewals and Replacements - Auxiliary Enterprises Funds were initially created as an R&R fund for the Housing System. The current discretionary reserves are at \$571,910.

The Facility Fee Bond Fund has a discretionary reserve of \$316,912.

This report was presented for information and discussion. No action was required.

ACADEMIC PERSONNEL ACTIONS

Appointments or Reappointments:

Robert S. Bausch, Ph.D., Assistant Professor of Sociology, Department of Politics, Sociology and Criminal Justice, annual rate of \$30,000 for 9/10 months, August 14, 1995 through May 13, 1996. Paid from 11636, Department of Politics, Sociology and Criminal Justice, pos. F230.

Robert P. Yuyuenyongwatana, Ph.D., Assistant Professor of Finance, School of Business, annual rate of \$40,000 for 9/10 months, August 14, 1995 through May 13, 1996. Paid from 11376, School of Business, pos. F034.

Paul C. DeBerry, Jr., Ed.D., Assistant Professor, Department of Education, annual rate of \$30,000 for 9/10 months, August 14, 1995 through May 13, 1996. Paid from 11427, Department of Education, pos. F055.

Peter J. Columbus, Ph.D., Assistant Professor-Temporary, Department of Psychology and Human Ecology, annual rate of \$30,000 for 9/10 months, August 14, 1995 through May 13, 1996. Paid from 11446, Department of Psychology and Human Ecology, pos. F054.

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Robert L. Baca, Information Services Librarian/Instructor, annual rate of \$25,500 for 12 months, August 14, 1995 through June 30, 1996. Paid from 14856, Library, pos. F212.

Kirsten Underwood, Temporary Instructor, Department of Music, annual rate of \$22,000 for 9/10 months, August 14, 1995 through May 13, 1996. Paid from 11346, Department of Music, pos. F026.

Sylvia Burgess, J.D., Temporary Assistant Professor (25%) and Assistant Provost (50%), annual rate of \$42,000 for 12 months (\$2,625.00 per month), .75 time, August 14, 1995 through June 30, 1996. Paid from 16306, Academic Affairs, pos. A151.

Change:

Carolyn Nelson, title changed from Temporary Remedial Reading Instructor, Department of Education and Remedial Reading, Student Support Services, to Temporary Instructor and Director of the Reading Center, Department of Education, annual rate of \$23,641 for 9/10 months, August 14, 1995 through May 13, 1996. Paid from 11426, Department of Education, pos. F193.

Resignation and/or Termination:

Donna B. White, Assistant Professor, Department of Psychology and Human Ecology, July 27, 1995.

Retirement:

Dr. Arthur Smith, Professor, Department of Music, August 11, 1995.

President Davis recommended approval of the academic personnel actions shown above.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

LITIGATION

An item was included in the agenda for a report, if necessary, on pending and possible litigation. There was no report given.

POLICY REGARDING CONFLICTS OF INTEREST - CAMERON UNIVERSITY AND THE UNIVERSITY OF OKLAHOMA

A six-member Conflict of Interest Policy Review Committee of faculty and staff members was appointed last fall by the Provosts of the Norman and Health Sciences Center campuses with the charge to develop a new Regents' policy regarding conflict of interest. Cameron University was also invited to participate in this review. This action was precipitated by an increased emphasis on the transfer of university technology to the marketplace and, more specifically, by new federal regulations which require disclosure and management of outside financial interests of personnel funded by the National Science Foundation (NSF) and National

Institutes of Health (NIH). These federal regulations are scheduled to take effect October 1, 1995; and institutions must meet the requirements specified in the regulations before NSF and NIH funding can be accepted.

In preparing the new policy, the committee reviewed the existing policy, pending federal regulations, State law, State Ethics Commission rules, and existing and draft policies from a representative group of peer institutions. This group includes the Universities of Houston, Minnesota, Iowa, Utah, Pittsburgh, Florida and Iowa State University. Based on the information gathered from this review, the committee considered those situations in which a University employee's non-University interests, both professional and personal, might conflict with the employee's primary responsibility to his/her institution. The policy presented to the Board of Regents today provides guidelines to University administrators, faculty and staff for identifying apparent, potential and actual conflicts of interest and provides a means for assuring that such conflicts do not improperly affect the activities or professional conduct of University employees.

The existing policy regarding conflicts of interest addresses seven areas of concern: (1) seeking and accepting gifts; (2) improper use of office or position; (3) disclosure of confidential information; (4) commercial transactions with the University and other State agencies; (5) outside employment and compensation; (6) participation in hearing panels; and (7) participation in political activities. Employees are expected to anticipate and avoid situations which would result in a conflict between their activities in any of these areas and the University's interests and must attest in writing every two years that he/she has read and is familiar with the contents of the policy.

The policy presented for approval provides guidelines for University administrators, faculty and staff regarding the use of University resources (both human and physical resources), participation in evaluation and adjudication decisions, and involvement in outside entities. It provides an implementation plan, not included in the existing policy, which requires disclosure, review and management of real and potential conflicts of interest. Such disclosure, review and management of outside financial interests is required in both the NSF and NIH regulations. Since this policy, unlike the existing policy, does not prohibit potential conflicts of interest, it extends the implementation plan beyond the NSF and NIH requirements to include all areas where such potential conflicts might occur as a means for providing the necessary review, management, and compliance with State law.

To meet the federal agencies' deadline of October 1, 1995, this policy has been written with an effective period of one year from the date of approval by the Board of Regents. During this year, the University will provide faculty and staff with the opportunity to raise any questions and concerns they may have about the policy. Copies of the policy will be distributed to all faculty and staff for review and meetings will be held to address their questions and concerns. In addition to publicizing the policy over this next year, drafts of the policy were distributed to provosts, vice presidents, deans and faculty and staff senates on both campuses on two occasions during this past year for review. Comments and suggestions received from these individuals and bodies have been taken into consideration in preparation of the policy.

Copies of forms to be used in implementation of the policy, sample questions and answers about how the policy will be practiced, a listing of other policies which relate to this policy, and a summary of Oklahoma laws and rules which address conflicts of interest for State employees will be appended to the policy and are attached herewith as Exhibit A. These

appendices are intended to provide explanation and clarification of the policy. They are not considered as part of the policy and may change as needed. They may also differ from campus to campus to fit within the organizational structure and needs of each campus.

President Boren recommended the Board of Regents approve the following Policy Regarding Conflicts of Interest which provides guidelines for identifying and addressing conflicts of interest that may arise in the course of one's University employment.

POLICY REGARDING CONFLICTS OF INTEREST

I. STATEMENT OF GENERAL POLICY

The University of Oklahoma and Cameron University are public institutions committed to the mission of teaching, research and community service. To these ends, the institutions balance an assortment of principles: maintaining an atmosphere that promotes free and open scholarly inquiry; facilitating the transfer of information and technology for the benefit of the public; and serving as a prudent steward of public and private resources entrusted to it. Faculty and staff have a primary commitment to their prescribed University duties which requires a presence on campus and places limitations on outside activities. Non-university commitments, both professional and personal, may present conflict of interest situations which should be evaluated under the auspices of this and other applicable policies. In view of the Universities' status as public institutions, no employee may have any interest, engage in any business or professional activities or incur any obligation that is in substantial conflict with the proper discharge of his or her duties in the public interest. However, given the diverse nature of their mission and the variety of activities conducted to accomplish it, apparent, potential and actual conflicts of interest are inevitable. The purpose of this policy is to provide guidelines for identifying apparent, actual and potential conflicts of interest and assuring that such conflicts do not improperly affect the activities or professional conduct of the Universities or their employees. For purposes of this policy, the term University shall refer to both The University of Oklahoma and Cameron University.

II. DEFINITIONS

Appropriate Vice President: The appropriate vice president giving oversight of the management protocols depends on the activity generating the potential conflict of interest. If the employee activity is a research activity, the vice president for research will provide oversight, regardless of where the individual is employed within the University. If the activity is not research-related, the vice president in whom authority resides over the particular unit in which the individual is employed will provide oversight.

Business: Any corporation, partnership, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint stock company, receivership, trust, or any legal entity through which business is conducted for profit.

Compensation: All remuneration or other things of value received in payment for services rendered is considered to be compensation. This can include salary or other forms of payment including gifts, stocks, or other items of significant financial value.

Conflict of Interest: A conflict of interest refers to situations in which financial or other personal considerations may compromise an employee's professional judgment in carrying out University responsibilities such as teaching, research, contract administration, purchasing and

the like or in which there is potential for such compromise. In this policy the term "conflict of interest" is used to address those situations in which (1) there appears to be a conflict of interest, (2) the potential exists for conflict of interest to occur, or (3) actual conflict of interest exists. The term may also relate to a conflict of commitment, i.e. an employee's distribution of effort between obligations to official University responsibilities and obligations to one's outside activities.

Consultant: An employee of the University who gives advice in his/her professional field to an outside group for compensation is considered to be a consultant. Consultants could also provide services in terms of the creation of intellectual properties or products.

Employee: Any person possessing either a full-time or part-time faculty or staff appointment at the University who is eligible to receive benefits and receives a salary or wage for his/her defined responsibilities. This definition does not include temporary employees appointed (30) days or less or a member of the Board of Regents of The University of Oklahoma and Cameron University. For application of this policy, this definition may include students, both graduate and undergraduate, who work on a grant or contract and have responsibility, in whole or in part, for the reporting of research.

Family: Family includes any individual who is a spouse, parent, child, stepparent, stepchild, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent or grandchild of an employee or a member of the employee's household.

Gift: Anything of value to the extent that adequate consideration is not received. The definition of gift is included in the State Ethics Commission Rules Governing the Ethical Conduct of State Officers and Employees.

Outside Activity: Outside activities include:

1. All of the professional consulting activities described under the definition for consultant above as well as professional activities such as governmental service, outside employment or contractual agreements unrelated to the employee's University responsibilities for which there is no compensation; and
2. Nonprofessional business activities.

Time commitments related to compensated activities are outlined in the outside activities policy for each campus and are subject to the guidelines listed therein.

Substantial Financial Interest: Anything of monetary value, including, but not limited to, salary or other payment for services (e.g., consulting fees or honoraria); equity interests (e.g., stocks, stock options, or other ownership interests); and intellectual property rights (e.g., patents, copyrights and royalties from such rights). The term does not include:

- (1) salary, royalties, or other remuneration from the applicant institution;
- (2) any ownership interests in the institution, if the institution is an applicant under the SBIR program;
- (3) income from seminars, lectures, or teaching engagements sponsored by public or nonprofit entities;
- (4) income from service on advisory committees or review panels for public or nonprofit entities;

- (5) an equity interest that, when aggregated for the employee and the employee's spouse and dependent children, meets all of the following tests: Does not exceed ten thousand dollars (\$10,000.00) in value as determined through reference to public prices or other reasonable measures of fair market value, does not represent a five percent (5%) or more ownership interest in any single entity, and did not yield dividends of one thousand dollars (\$1,000.00) or more during the preceding calendar year; or
- (6) salary, royalties or other payments that, when aggregated for the employee and the employee's spouse and dependent children over the next twelve months, are not reasonably expected to exceed ten thousand dollars (\$10,000.00).

University Resources: All University facilities, personnel, equipment, materials or proprietary information constitute University resources.

III. RULES AND PROCEDURES

It is not possible to completely eliminate the potential for conflict of interest because there are certain rewards that are inherent in the structure of a University enterprise. For example, positive research results *per se* may contribute to opportunities for publication, promotion, tenure, grant renewals, and so forth. Such conflicts become detrimental when the potential rewards, financial or otherwise, cause deviation from absolute objectivity in, among other things, the design, interpretation, and publication of research; setting University policies; managing contracts; selecting equipment and supplies; involving students in sponsored projects; or having other administrative roles in which objectivity and integrity are paramount. Furthermore, since reports of conflicts based on appearances can undermine public trust in ways that may not be adequately restored even when mitigating facts of a situation are brought to light, apparent conflicts should be evaluated in the same manner as potential and known conflicts.

Any activity which presents the potential for conflict of interest should be reviewed before the employee becomes involved in the activity. The University has established the guidelines given below to assist the employee, his/her supervisor and others who may be involved in the review process in reaching a decision as to whether or not an activity would present a conflict of interest or commitment and, if so, under what circumstances, if any, it could be allowed.

CONFIDENTIALITY

All information disclosed by an employee for the purpose of disclosure and management, and all official records of disclosure and management shall be considered a part of the employee's personnel file or student file and shall be deemed confidential. Any information disclosed by an employee as required by this policy shall be used solely for the purpose of administering this policy and may not be disclosed or used for any other purpose unless required by law. Unauthorized disclosure of any such information shall be deemed to be unethical behavior and a violation of this policy and subject to appropriate disciplinary action.

RELATIONSHIP TO OTHER UNIVERSITY POLICIES

There are a number of University policies which govern the duties and responsibilities of University employees which, while not repeated here, nevertheless may apply to conflict of interest situations. A listing of these policies with references for where they appear in the faculty and staff handbooks is included as Appendix C to this Policy.

CONFLICT OF INTEREST LAWS

In addition to this policy, the State has imposed laws and rules governing conflicts of interest in state employment. This policy overlaps with but does not supplant University employees' responsibilities under state or federal law, which in some instances will include additional prohibitions, penalties and reporting duties. Relevant State laws/rules are available at the Office of Legal Counsel. Federal conflicts of interest laws also may be applicable to those who receive federal grants/contracts or to those employed partly by federal agencies. Further information in this regard is available at the Office of Research Administration at The University of Oklahoma and at the Office of the Vice President for Development at Cameron University. By reference thereto, this policy includes all requirements relating to conflicts of interest to which the University and/or its employees are subject under State or federal law.

GUIDELINES

A. Use of University Resources

1. Physical Resources.

University facilities, equipment and property, including intellectual property, are maintained to carry out the education, research and public service missions of the University. Except for trivial use, an employee may not use University resources for personal or private purposes, including, without limitation, outside consulting activities, unless approved and a formal written agreement made with the University before initiating such use.

2. Human Resources.

It is important that the efforts of students, staff, postdoctoral scholars and collaborators are not exploited in the course of an employee's outside obligations, including the employee's personal commercial interests. To this end, employees should be open about their involvements with and obligations to outside third parties who could benefit from the work or ideas of their students, staff and colleagues. Similarly, students, associates and staff should have access to information about the sources of funds that support their research.

Students and postdoctoral associates can be placed in particularly vulnerable positions by their participation in sponsored research projects or outside commercial or professional activities of the employee. It is the responsibility of their supervisors to ensure that their progress and academic standing are not compromised because of their participation in these projects. In addition, the terms of employment, including, among other things, disposition of intellectual property, proprietary information and publication rights, for a student or postdoctoral associate employed on a research contract should be clearly described in writing and agreed to in advance by both the involved student and/or postdoctoral associate and supervisor and approved by the department, unit or other appropriate University official.

B. Evaluation and Adjudication Decisions

Conflict of interest situations may also arise in the performance of duties by University employees when personal or professional considerations compromise what is expected to be impartial review and judgment. Examples of situations with potential for this type of

conflict of interest include making management decisions, hiring and evaluating personnel, teaching and evaluating students, and participating in hearing and appeal proceedings. Prior to participation in such activities, employees should determine whether there exists any close professional or personal relationship with any of the principal parties or other conflicting interests that would impair their judgment or have the appearance of or potential for affecting their ability to carry out their University duties in an equitable and objective manner. Disclosure of the activity may be sufficient, the employee may recuse him/herself, or management of the situation under relevant University policies may be necessary.

C. Involvement with Outside Entities

Except as may be permitted by law or University policy, University employees may not disclose confidential information acquired by reason of their employment; use their official positions to obtain special privileges or compensation; or knowingly seek or accept gifts or other things of value that would affect their judgment in the performance of their University responsibilities.

Employee involvement in outside activities in which the employee(s) or members of the employee's family have substantial financial interests, have consulting or employment arrangements, or have executive, management or operating responsibilities raise particular questions of potential or actual conflicts of interest when these activities also involve the University. Such involvement is covered by this policy and should be disclosed to ensure separation of the employee's University role from that of his/her role in the outside activity.

Employees who are in positions where they may influence or appear to influence University financial, research or other decisions for procuring materials or services from such outside entities in ways that lead to personal gain for themselves or their families, shall remove themselves from the decision-making process as, otherwise, it may give or appear to give an improper advantage to them in ways detrimental to the University, or encourage disregard for the interests of the University.

Research agreements with such outside entities must maintain basic academic values and must not diminish the role of the University as a credible and impartial research resource. Participation in sponsored research activities, and in the technology transfer activities that may result, must not compromise (or appear to compromise) employees' objectivity and judgment in designing, conducting and reporting research.

IV. DISCLOSURE, REVIEW AND MANAGEMENT OF POTENTIAL CONFLICTS OF INTEREST

It is imperative that apparent, actual and potential conflicts of interest be disclosed to the University prior to initiation of actions that might constitute such conflicts. The University may then determine whether the conflict is negligible/nonexistent and thus acceptable without modification, is material but acceptable with proper University oversight, or is irreparable and prohibited. This disclosure, review and management process provides protection from legal and ethical criticism for the employee(s) involved and for the University.

When an employee first becomes aware of a potential or actual conflict of interest in an activity (or proposed activity) in which he/she is involved, the employee should promptly disclose it to his/her unit head or supervisor in writing who will investigate the disclosure, discuss it with the employee and forward the disclosure, along with his/her written recommendations (including, if

proper, a plan to manage the conflict) through regular administrative channels (copied to the employee) to the appropriate vice president for decision on how to proceed. The vice president may consult with any advisory personnel, group or committee appointed for that purpose pursuant to policies and procedures established by the University or with others in connection with the review and, upon completion, shall advise the employee in writing of his or her decision to accept (with or without modifications), return for more information or reject the recommendations. If accepted, the notification shall include, among other things, requirements for immediate action and plans for continued monitoring of the potential or actual conflict.

Management options include, but are not limited to: public disclosure of all relevant information regarding the conflict of interest and how it relates to the situation under review; modification of the activity and/or agreement to minimize any negative effects of the conflict of interest; designation of an appropriate supervisor to have immediate oversight responsibility over the management plan; divestiture of relevant personal interests of the employee or his/her immediate family to the extent that the conflict is nullified; termination or reduction of involvement in the activity by the employee to minimize or eliminate the effects of any conflict that may exist; or, termination of student involvement in the project.

After development of an acceptable management plan and commencement of the work, the appropriate individuals with oversight responsibility will regularly report, in writing, to the appropriate vice president on the effectiveness of the plan. The frequency of such reports shall be determined by the vice president but shall in all events be at least annually. If, during the conduct of the work, the appropriate vice president determines that the conflict has not been properly managed or has become unmanageable, he/she will then determine if the work will cease, require further modification, or require employee divestment of the conflict. If outside agencies require notification of conflict resolution and management, they will be notified in accordance with their requirements.

The forms required for this disclosure and management process may be found in the Forms appendix to this policy.

V. SANCTIONS

Disclosure of conflicts of interest, apparent, potential and actual, is obligatory for all persons who engage in activities that may involve such conflicts. Among other acts or omissions, failure to fully disclose conflicting relationships and/or interests or to follow a prescribed management plan may be a serious breach of this policy and may itself be considered ethical misconduct and/or professional dishonesty. Persons who violate this policy shall be subject to and processed in accordance with applicable University policies relating to misconduct by faculty and staff. With due regard to whether or not violations are inadvertent, University sanctions may include, without restriction, reprimand, restitution, loss of pay, suspension or dismissal. Furthermore, persons who violate this policy also may be subject to civil and criminal penalties for violations of State or federal law, e.g., civil penalties for willful violations of State laws may reach \$50,000.00 or more per violation. Allegations against a faculty member for breach of this policy should be reported in a confidential writing to the Provost and, if against a staff employee, to the executive officer in whose area the alleged transgressor is employed.

VI. POLICY MAINTENANCE

The provost and vice presidents of each campus shall review the applications, operation and management of this policy at least as often as annually, otherwise, as often as necessary to

confer and formulate recommendations to the President of the University regarding revision of the policy. If an advisory group or committee has been appointed, that committee shall be included in the review process.

VII. EFFECTIVE PERIOD

The effective period of this Policy Regarding Conflict of Interest shall begin when duly approved by the Board of Regents of The University of Oklahoma and Cameron University at a regular or special meeting and shall end three-hundred sixty-five (365) days thereafter unless extended or reduced by action of the Board at a regular or special meeting within said three-hundred sixty-five (365) day period.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

THE UNIVERSITY OF OKLAHOMA

MINUTES

Regent Halverstadt moved approval of the minutes of the regular meeting held on July 17, 1995 as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

REPORT OF THE PRESIDENT OF THE UNIVERSITY

President Boren introduced the President of The University of Oklahoma Student Association, Ms. Kim Hefty.

Ms. Hefty reported on her trip to Israel this past summer with 10 other university student body presidents, funded by Charles and Lynn Schusterman of Tulsa. She said the group met with student leaders at Hebrew University and learned they have \$14 million in assets holding in their student association.

She also reported on a very successful Big Red Rally with the attendance doubled over last year's event. Other recently organized programs are the On One Accord program and the OU Cousins program. Ms. Hefty spoke about the effect of the inauguration on students and their excitement and appreciation for the symposiums. It was a day that really celebrated the academics of the University.

Ms. Hefty thanked the Regents for their commitment to the Library and its acquisition budget. With regard to the Honors Program, she said the University needs to continue to prioritize honors classes and endowed chairs.

Three issues Ms. Hefty said she is challenging herself to tackle are:

1. Symposium Series on Human Rights, Civil Rights and Affirmative Action Talks
This could be a great opportunity for OU to lead discussions about student diversities on college campuses.

2. Student Bill of Rights

This could be a written list of student rights possibly included in the Faculty Handbook.

3. A Student Sitting on the Board of Regents

It is important for the Regents to receive direct student input since what the Regents do directly affects the students.

Ms. Hefty said she is very excited about this year and welcomes the Regents' comments and questions.

President Boren said visitors to our campus for the inauguration were so impressed and the University community should feel good about the image of excellence presented to the rest of the world.

President Boren announced that for the first time in the history of the State of Oklahoma, the University has received more than \$100,000,000 in externally sponsored grants and contracts for FY 1995, a 12% increase over last year. This is truly a remarkable achievement; when the number of faculty is smaller than 10 years ago and no increase in laboratory space since 1976. State appropriations to OU last year totaled \$149 million and our faculty have earned over \$102 million in external training grants and research. That is extraordinary.

President Boren also announced a National Foundation Grant of \$4.5 million to match \$4.5 million funded by the State to create three consortia and three research centers where we will work cooperatively with OSU, Texas University and several regional Universities to expand research. Thirty members of our faculty are playing leading roles in this cooperative venture and we are just extremely proud.

NAMING OF A GARDEN

President Boren recommended the Board of Regents grant an exception to Regents' Policy on the naming of existing unnamed gardens to allow the naming of a specific garden on the Norman Campus in honor of an individual of historical significance to the nation, the State of Oklahoma and The University of Oklahoma and adopt the following Resolution regarding that action.

RESOLUTION

WHEREAS, Ada Lois Sipuel Fisher has throughout her lifetime demonstrated courage, conviction, strength and determination;

WHEREAS, she has had an indelible impact on The University of Oklahoma, State of Oklahoma and the nation as the plaintiff in the landmark 1948 Supreme Court case which opened the doors of higher education for black students to attend and graduate from professional schools in Oklahoma;

WHEREAS, she has been an outstanding alumnus and has served her alma mater with distinction as the second black member of the Board of Regents from 1992 to 1993;

WHEREAS, as an attorney, educator and civil rights advocate, she has touched the lives of countless individuals in a positive way;

WHEREAS, her contributions and commitment to human rights and relations have earned her many honors and awards, including the designation by the Smithsonian Institution as one of 150 outstanding black women--along with Sojourner Truth, Harriet Tubman, Rosa Parks, Coretta Scott King and Barbara Jordan--who have most impacted the course and direction of American history;

NOW THEREFORE BE IT RESOLVED that the Board of Regents of The University of Oklahoma, as a permanent reminder of Ada Lois Sipuel Fisher's pivotal and important role in the history of the University, name the garden between Carpenter and Jacobson Halls in her honor.

President Boren commented the small garden located between Jacobson Hall and Carpenter Hall will be named Ada Lois Sipuel Fisher Garden and is a very special and fitting location. The fountain in the center was built with a stone from every county in the State of Oklahoma. It is a celebration of the roots of the people from all over Oklahoma who have come together with great diversity to be a special part of our University family. It was everyone's feeling this particular place would be appropriate to be named in honor of this very special person in the history of the University. An appropriate monument will be erected there so students in future years will know about Mrs. Fisher's courage and how much she contributed to The University of Oklahoma.

Regent Hall moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

NAME CHANGE OF DEPARTMENT OF FAMILY MEDICINE - HSC

Over the past ten years the Department of Family Medicine has expanded its educational and clinical focus to include preventive medicine activities such as occupational medicine and environmental medicine. The Department's Family Medicine Residency program and Physicians Associate master's program have been expanded to include public health, community health, occupational medicine, and clinical preventive services.

Strengthening the role of preventive medicine in undergraduate medical education as well as graduate medical education is a critically important strategy to prepare the medical workforce for managed care organizations. The public health approach dealing with the skills of preventive medicine has provided the foundation for the many significant improvements in both health and life expectancy. It is accepted that the essential element for an effective, efficient, integrated managed health care system is prevention.

To reflect its expanded focus and the national trends in the health care system toward a public health approach using the skills of preventive medicine, the chairman and the faculty of the Department of Family Medicine request an expansion of the current departmental name to the Department of Family and Preventive Medicine.

President Boren recommended the Board of Regents approve the name change for the Department of Family Medicine to the Department of Family and Preventive Medicine.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

APPOINTMENT OF COLLEGE OF MEDICINE ADMISSIONS BOARD

The Board of Regents' policy provides that the Admissions Board of the College of Medicine is composed of:

- 10 members of the full-time faculty
- 10 members of the volunteer faculty
- 10 members of the student body of the College of Medicine
- 24 members selected from throughout the State to include four physicians from each of the six Congressional Districts

The community physician nominees for the six congressional districts were solicited from over 50 county medical societies and the Oklahoma State Medical Association. All nominees have agreed to serve and are willing to participate in an orientation meeting. The nominations have been approved by the Executive Dean of the College of Medicine and the Interim Senior Vice President and Provost.

The slate of nominees for 1995-96 is as follows:

Full-Time Faculty

Michael C. Foster, M.D., Assistant Professor of Family Medicine, Tulsa
 Nancy K. Hall, Ph.D., Associate Professor of Pathology
 John H. Holliman, M.D., Professor of Pathology
 Gary A. Johnson, M.D., Assistant Professor of Obstetrics and Gynecology
 Michael C. Koss, Ph.D., Professor of Pharmacology
 Lynn V. Mitchell, M.D., M.P.H., Associate Professor of Family Medicine
 E. Montez Mutzig, M.D., Assistant Professor of Internal Medicine, Tulsa
 Jay L. Olson, M.D., Assistant Professor of Anesthesiology
 Kendall Stanford, M.D., Assistant Professor of Pediatrics
 Peggy J. Wisdom, M.D., Associate Professor of Neurology

Volunteer Faculty

Neil Clemenson, M.D., Family Medicine
 Thomas Coniglione, M.D., Medicine
 Royce Everett, M.D., Obstetrics and Gynecology
 James Hampton, M.D., Medicine
 Norman Imes, M.D., Medicine
 Vadakepat Ramgopal, M.D., Internal Medicine
 Olaseinde Sawyerr, M.D., Surgery
 James Wall, M.D., Family Medicine
 Roland Walters, M.D., Ophthalmology
 Frank Wilson, M.D., Obstetrics and Gynecology

Students

Oklahoma City Campus:

Robert Frantz
Seana Hudson
Rebecca King
Heather McKee
Gaynell Schieber
Christina Simpson
Eric Thompson
Marc Wilson

Tulsa Campus:

Jana Journeycake
Gary Linker

District I

David Confer, M.D., Tulsa
Gwen Gibson, M.D., Tulsa
Patrick Hughes, M.D., Tulsa
Bat Shunatona, M.D., Tulsa

District II

Gayle Harris, M.D., Tahlequah
William McAfee, M.D., Shawnee
Michael Sandlin, M.D., Okmulgee
F. Keith Underhill, M.D., Stilwell

District III

Gilbert Emde, M.D., Stillwater
Robert Engles, M.D., Durant
Gary Paddack, M.D., Ada
Renee Willis, M.D., Stillwater

District IV

Hal Belknap, M.D., Norman
Rosemary Bellino, M.D., Lawton
Edwin Carns, M.D., Lawton
Robert Weedn, M.D., Duncan

District V

Don Rhinehart, M.D., Oklahoma City
Gary Strebel, M.D., Oklahoma City
Michael Winzenread, M.D., Oklahoma City
Michael Woods, M.D., Ramona

District VI

Carol Imes, M.D., Oklahoma City
 Wallace McLeod, M.D., Oklahoma City
 Kathryn Reilly, M.D., Oklahoma City
 Daniel Washburn, M.D., Enid

ALTERNATESFull-Time Faculty

Adekunie Adesina, M.D., Assistant Professor of Pathology
 James Barrett, M.D., Assistant Professor of Family Medicine
 George N. Chacko, M.D., Assistant Professor of Radiological Sciences
 Daniel J. Culkin, M.D., Professor and Chair of Urology
 Louise M. Dabiri, M.D., Assistant Professor of Psychiatry and Behavioral Sciences
 Kenneth J. Dormer, Ph.D., Professor of Physiology
 Rob Hamm, Ph.D., Assistant Professor of Family Medicine
 Don D. Horton, M.D., Assistant Professor of Neurosurgery
 Jim Howard, M.D., Clinical Associate Professor of Psychiatry and Behavioral Sciences
 Robert E. Hurst, Ph.D., Professor of Urology
 William F. Kern, M.D., Assistant Professor of Pathology
 Christopher Knott-Craig, M.D., Associate Professor of Surgery
 James Lambert, M.D., Clinical Assistant Professor of Obstetrics and Gynecology
 S. Jay Lensgraf, M.D., Assistant Professor of Psychiatry and Behavioral Sciences
 Norman S. Levine, M.D., Professor of Surgery
 James W. Mold, M.D., Associate Professor of Family Medicine
 Valerie Rigual, M.D., Assistant Professor of Anesthesiology
 Janet Rodgers, M.D., Assistant Professor of Surgery
 Paula Root, M.D., M.P.H., Assistant Professor of Family Medicine
 Ivar K. Rossavik, M.D., Professor of Obstetrics and Gynecology
 Arthur H. Schipul, Jr., M.D., Assistant Professor of Obstetrics and Gynecology
 L. Peter Schwiebert, M.D., Associate Professor of Family Medicine
 Anna E. Sienko, M.D., Assistant Professor of Pathology
 Phebe M. Tucker, M.D., Associate Professor of Psychiatry and Behavioral Sciences
 Michael T. Valley, M.D., Assistant Professor of Obstetrics and Gynecology
 Pankaja S. Venkataraman, M.D., Professor of Pediatrics
 Joan L. Walker, M.D., Assistant Professor of Obstetrics and Gynecology
 Max G. Walter, M.D., Associate Professor of Radiological Sciences
 Michael T. Zavy, M.D., Associate Professor of Obstetrics and Gynecology

Volunteer Faculty

Michael E. Aaron, M.D., Family Medicine
 Rochelle Ablah, M.D., Family Medicine
 Christopher Herndon, M.D., Family Medicine
 Kautilya A. Mehta, M.D., Surgery
 Richard Saint, M.D., Urology, Tulsa
 Lee E. Schoeffler, M.D., Ophthalmology, Tulsa
 Lynn Webb, M.D., Family Practice
 Terry L. Zanovich, M.D., Obstetrics and Gynecology, Tulsa

Students

Oklahoma City Campus:

David Bobb
Vickie Johnson
John Kuhn
Ty McCall
Shawn Miller
Robert Reynolds
Mai Tran
Johnny Zellmer

Tulsa Campus:

Matthew Ivory
Eric Powell

District I

None

District II

None

District III

Peggy DuBois, M.D., Midwest City
John K. Mirjanich, M.D., Midwest City

District IV

Shireen Bhargava, M.D., Lawton
Robert Finnegan, M.D., Lawton
Samual C. Jack, M.D., Lawton
Ron Woolsley, M.D., Lawton

District V

None

District VI

Larry Ramseyer, M.D., Enid
Stanford L. Kusch, M.D., Enid

AT LARGE

Charles Brown, Ph.D.
Associate Dean for Administration, College of Medicine

Philip McHale, Ph.D.

Associate Dean of Student Affairs and Associate Professor of Physiology,
College of Medicine

Everett Rhoades, M.D.

Associate Dean for Community Affairs and Professor of Medicine,
College of Medicine

President Boren recommended the individuals named above be appointed to the College of Medicine Admissions Board for 1995-96. He also recommended approval of the alternates proposed.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

AFFILIATION AGREEMENT - HSC

New - College of Medicine and Vencor, Inc.

\$137,500

Vencor, Inc. operates a hospital known as Vencor Hospital which specializes in the provision of health care to chronically ill, medically complex patients. The Hospital and the College desire to enter into this affiliation agreement for their mutual benefit in order to improve the quality of training provided by the College and to improve the quality of care provided by the Hospital. The agreement is significant to the College of Medicine in addressing the reduced training and clinical practice opportunities lost with closure of the O'Donoghue Rehabilitation Institute. Entering into this contract will expose University residents and medical students to chronic ventilator dependent patients, with management of home ventilators, long-term airway care and weaning the ventilator bound patient. The term of the contract is from July 1, 1995 through June 30, 1996. The contract has been reviewed by Legal Counsel. Funds will be deposited and expended through account A0000274-Pulmonary Disease Section.

President Boren recommended the Board of Regents approve an exception to the Site of Practice for the College of Medicine and approve an affiliation agreement between The University of Oklahoma Health Sciences Center and Vencor Hospital.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

CABLING FOR INFORMATION SERVICES - HSC

The Oklahoma Health Sciences Complex has grown substantially over the past several years, in both personnel and facilities/buildings. This expansion, aided by the increase in technology and related products, has resulted in increased requirements for computing networking and telecommunications cable. The existing phone cables have become overburdened and in some cases non-existent to some of HSC customers. Customers that currently do not have access to phone cable must pay for use of Southwestern Bell tie lines to the HSC switch, which makes their monthly rates significantly higher. This cable project is a consolidation of several

projects that will provide service to several existing buildings that have reached capacity, to buildings that require expensive off-premise circuits, and for service to the new Biomedical Research Center and Student Center to be constructed. It is imperative that this project be implemented for the HSC Information Services Department to meet the demands of our customers and maintain capacity for future needs.

The cabling is summarized into four projects as follows:

- SECTION 1: Establish a new 2400 pair cable from the main distribution frame to the steam tunnel at Phillips Ave. This provides the base from which all requirements outlined below will be fed. Current capability has reached maximum.
Cost: \$40,719.33
- SECTION 2: Provide cable to Dermatology, LaPetite Day Care Center, the old Family Medicine Clinic and the MTRA Parking Office. These facilities have no existing cable and must currently pay extra Southwestern Bell charges for connection services. This cable is required to eliminate ongoing service interruptions, and to allow features and services which are not available under the current configurations.
Cost: \$52,097.52
- SECTION 3: Add cable facilities to the Healthy Living Center, Oklahoma State Health Department, and future connectivity for the new Biomedical Research Center and Student Center.
Cost: \$50,327.57
- SECTION 4: Provide for additional cable and growth of services to the Dean McGee Eye Institute. Their current cable facilities have no room for growth.
Cost: \$25,825.65

Bids were forwarded to eight vendors. Three acceptable bids were received as follows:

Trans-Tel Central, Inc. Norman	\$168,970.07
Henkels & McCoy, Inc. Norman	\$206,724.00
Oklahoma Electric Supply Company Oklahoma City	\$239,713.00

It is the recommendation of administration that a purchase order be issued to Trans-Tel Central, Inc., the low bidder on this project. Funds are available from service unit account 38250090.

President Boren recommended the Board of Regents authorize the Health Sciences Center to issue a purchase order to Trans-Tel Central, Inc. in the amount of \$168,970.07 to furnish labor and materials for phone cabling.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

TELEMANAGEMENT SYSTEM HARDWARE AND SOFTWARE FOR TELECOMMUNICATIONS DEPARTMENT - HSC

The Health Sciences Center's current telecommunication system was installed in 1987, along with a basic operations and management system used for billing, accounts administration, limited directory assistance for operators, and work/service order administration. The system does not include inventory control capabilities or the capability to update new and revised area code prefixes. This is currently performed manually with a dependence on paper and microfiche input from vendors. In 1994 the HSC's telephone switch was upgraded to a more modern version; however, the operations and management system was not improved at that time.

HSC is currently in the process of upgrading its operations and management system to a new electronic automated system. The Sunbelt Telemanagement System will interface with the University's new system, will allow import of vendors' changes in area codes and/or prefixes, provide for inventory administration, directory assistance, directory production, and provide electronic mailing of invoices from the vendors to HSC and from the Telecommunication office to the University Administrative systems. The new system will improve overall quality and timeliness of telephone administrative services, both within the office of Telecommunication as well as between the office and its customers.

Bids were forwarded to 12 vendors. Two bids were received as follows:

Telesoft Corp. doing business as Sunbelt Business Computers Phoenix, Arizona	\$104,994.64
Strata Group St. Louis, Missouri	\$246,650.00

It is the recommendation of administration that a purchase order be issued to Sunbelt Business Computers. Funds are available from service unit account 38250090.

President Boren recommended the Board of Regents authorize the Health Sciences Center to issue a purchase order to Sunbelt Business Computers in the amount of \$104,994.64 for purchase of telephone operations and management system hardware/software and monthly maintenance cost.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

REMODELING OF DECK AND CANOPY WITH INTERIOR IMPROVEMENTS AT THE TULSA CAMPUS - HSC

The Administration Building on the Tulsa Campus has experienced perpetual problems with water leaking into the lower level of the building when it rains. A canopy was placed over the main entrance a number of years ago and the upper deck surface has been replaced twice, however, the problem still exists. This remodeling project will include the following:

1. Extend existing canopy on south side of Administration Building to the west to cover the entire upper deck to keep moisture out of the meeting rooms below.
2. Install ramp into the Auditorium and improve handicapped access, per ADA regulations.
3. Replace existing carpet, installed in 1980, in the Auditorium, Council Room and Lower Level hallway.
4. Replace damaged ceiling and light fixtures in the Council Room due to water leaks.

Bids were forwarded to seven vendors. Three bids were received as follows:

Christian Interests, Inc. Tulsa	\$142,305
The Brown Construction Co., Inc. Tulsa	\$152,329
Lassiter Richey Company, Inc. Tulsa	\$157,410

It is the recommendation of administration that a purchase order be issued to Christian Interests, Inc., the low bidder on this project. Funds are available from State account 28199650 and repair and maintenance account A0005098.

President Boren recommended the Board of Regents authorize the award of a purchase order to Christian Interests, Inc. in the amount of \$142,305 for remodeling of deck and canopy and interior improvements at the Health Sciences Center, Tulsa Campus, Administration Building.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

COURSE CHANGES - NORMAN CAMPUS

The Oklahoma State Regents for Higher Education confer upon each institution the authority to delete, modify and add courses, but require that the changes be communicated to them for information only. The course deletions, modifications, and additions itemized in the list, attached hereto as Exhibit B, have been approved by the appropriate faculty, academic units and deans, the Academic Programs Council, and the Interim Senior Vice President and Provost and are forwarded to the Board of Regents for information.

President Boren submitted changes in Norman Campus courses to the Board of Regents for information only.

POLICIES AND PROCEDURES FOR PRESIDENTIAL PROFESSORS PROGRAM - NC & HSC

The University of Oklahoma Board of Regents must approve the policy and procedures for all distinguished professorships. The President's announcement of the Professors of Excellence Program, hereafter to be called the Presidential Professors Program, was formally announced at the March 1995 Regents' meeting and required the development of new policies and procedures to implement.

Therefore, after review by:

a post-hoc faculty advisory group on the Norman Campus,
the Norman Campus Dean's Council,
the Norman Campus Faculty Senate Executive Committee,
the Vice President for Research, Norman Campus
the Interim Senior Vice President and Provost, Norman Campus,
the HSC Dean's Council,
the HSC Faculty Senate Executive Committee,
the Interim Senior Vice President and Provost, HSC
and the President;

it is proposed that:

1. The policies and procedures for the new Presidential Professors Program be approved.
2. Modifications to the George Lynn Cross Research, David Ross Boyd and Regents' Professors Program be approved.
3. The revisions to the Norman Campus Faculty Handbook be approved.

Upon approval by the Board of Regents, these policies and procedures will be implemented immediately to start the nomination process for the first Presidential Professors.

Policies and Procedures for Presidential Professors

Title and Description

These professorships will be named Presidential Professors; however, if the opportunity arises, some of these professorships may be named for the donor (A.B. Smith Presidential Professors). Presidential Professors are those faculty members who excel in all their professional activities and who relate those activities to the students they teach or mentor. These professors will inspire their students, mentor their undergraduate, graduate, or professional students in the process of research and creative activity within their discipline, and exemplify to their students (both past and present) and to their colleagues (both at OU and within their disciplines nationwide) the ideals of a scholar through their endeavors in teaching, research, creative activity, and service.

The Professorship

Funding for this program will be provided from the President's OU Associates Funds or from other private funding sources.

The Professorship is awarded for a four year term. Assistant and Associate Professors receive \$5,000 per year and Professors receive \$10,000 per year. To be eligible for funding in any given year, a faculty member must be considered as a full-time continuing member of The University of Oklahoma faculty.

Decisions regarding merit increases in base faculty salary in the academic year will be made independently of faculty status as a Presidential Professor.

Presidential Professors will be given the option each year of receiving the professorship funding as:

1. a (taxable) salary supplement plus associated fringe benefits; paid in two installments, one in the Fall semester and one in the Spring semester, or as a summer salary.
2. a faculty development grant within their departmental account(s) for use in travel, graduate student stipends, instructional enhancement, and research development.
3. a combination of 1 and 2.

Obligations

Presidential Professors will provide annual narrative updates to the Senior Vice President and Provost and President regarding their use of the professorship money.

Eligibility

All tenure-track, consecutive term, and tenured faculty who do not already hold a named, endowed chair or professorship are eligible for consideration. In addition, George Lynn Cross Research Professors, David Ross Boyd Professors, and Regents' Professors named prior to the 1995-96 academic year are eligible for consideration. Faculty who have received a Presidential Professorship will be again eligible for a nomination in the second year of their two-year hiatus after receiving a professorship.

Selection Process

1. Beginning with the 1995-96 academic year, the President's Office--in conjunction with the Senior Vice President and Provost of the Norman Campus and the Senior Vice President and Provost of the Health Sciences Center--(a) will review the number of vacant Presidential Professorships, (b) will hold three vacancies each year for recruitment leverage, and (c) will solicit nominations by September 30. Nominations should be prepared by Chairs, Directors, with Committee A, or by other faculty groups and forwarded to both the appropriate Dean and to the Provost. Deans will forward the nominations with their comments to their campus Provost by January 15.

2. Separate selection committees will be constituted on the Norman and Health Sciences Center campuses.

3. (a) The Norman Campus selection committee will be chaired by the Senior Vice President and Provost and the Vice President for Research, who serve as non-voting members. Thirteen members of the selection committee will be chosen as follows:

The President will select six faculty and three academic administrators from among those currently members on the Research Council, University Council on Faculty Awards and Honors, and Dean's Council. In the initial year, three will be asked to serve a one-year term, three a two-year term, and three a three-year term.

The President will select two faculty-at-large from the Norman Campus tenure-track and tenured faculty to serve. In the initial year, one will be asked to serve a one-year term, and the other a two-year term. The President will also select two distinguished outside individuals to serve.

In subsequent years, the selection committee will be composed of six faculty and three academic administrators serving three-year staggered terms, two faculty-at-large serving two-year staggered terms, and two outside individuals serving two-year staggered terms.

(b) The Health Sciences Center selection committee will be chaired by the Senior Vice President and Provost and the Vice President for Research, who serve as non-voting members. Thirteen members of the selection committee will be chosen as follows:

The President will select six faculty and three deans from among those currently members on the Research Council, University Council on Faculty Awards and Honors, and Dean's Council. In the initial year, three will be asked to serve a one-year term, three a two-year term, and three a three-year term.

The President will select two faculty-at-large from the HSC campus tenure-track, tenured, and consecutive term faculty to serve. In the initial year, one will be asked to serve a one-year term, and the other a two-year term. The President will also select two distinguished outside individuals to serve.

In subsequent years, the selection committee will be composed of six faculty and three deans serving three-year staggered terms, two faculty-at-large serving two-year staggered terms, and two outside individuals serving two-year staggered terms.

4. Any faculty members who are nominees must recuse themselves from the committee during that particular year; and the President will replace them so as to maintain the composition of the selection committee.

5. The committees' recommendations for the Presidential Professors must be forwarded by February 15 to the President's Office along with all nominations and all substantiating materials pertaining to all nominees. The President will make recommendations to the Board of Regents during the March Regents' meeting.

6. The final selections will be announced on the Norman Campus at the annual Faculty Tribute Day Luncheon in April and on the HSC Campus at the Spring General Faculty Meeting.

Nomination Materials and Selection Criteria

Presidential Professors are those faculty members who excel in all their professional activities and who relate those activities to the students they teach and mentor. These professors inspire their students, mentor their undergraduate, graduate, or professional students in the process of research and creative activity within their discipline, and exemplify to their students (both past and present) and to their colleagues (both at OU and within their disciplines nationwide) the ideals of a scholar through their endeavors in teaching, research/creative activity, and service.

To support this charge, nomination materials will include:

1. The nominee's mini-vita (for Norman Campus nominees) and faculty evaluations for the previous three years (or since beginning at OU) and the nominee's complete vita.
2. A narrative assessment (no more than 5 double-spaced pages) of:
 - a. The impact of the nominee's research and creative activities on his/her academic discipline.
 - b. Where applicable, the nominee's contribution to the undergraduate instructional enterprise including such examples as:
 - (1) The effectiveness of lower-division and upper-division undergraduate courses developed and taught by the nominee.
 - (2) The extent of the nominee's involvement with undergraduates in advising and mentoring within the academic discipline. This could include the quantity and quality of the independent study enrollments (3990, 4990, 3960, 3980, etc.), Undergraduate Research Opportunity Program (UROP) and Undergraduate Research Day (URD) sponsorships, Research Experience for Undergraduates (REU) sponsorships, placement of undergraduates in quality graduate programs, number of academic advisees, and the sponsorship of academic clubs or academic honoraries.
 - (3) The extent of the nominee's involvement with the planning and review of the undergraduate program within the academic unit. This could include chairing an undergraduate studies or program committee that undertook major changes in the undergraduate program or other leadership roles within the academic unit, college, or university that resulted in an updated and improved undergraduate program.
 - (4) The extent of the nominee's involvement with undergraduates through University-wide programs such as the freshman Gateway course, freshman seminars, the residence hall adopt-a-faculty program, or other programs outside the classroom.
 - c. Where applicable, the nominee's contribution to the graduate instructional enterprise including such examples as:
 - (1) The effectiveness of graduate courses developed and taught by the nominee.
 - (2) The extent of the nominee's advising and mentoring involvement with graduate students within the academic discipline. This could include numbers of theses and dissertations supervised, publications co-authored with graduate students, graduate students supported through external grants and contracts, and the job placement of the nominee's graduate students.

- (3) The extent of the nominee's involvement with the planning and review of the graduate program within the academic unit. This could include chairing a graduate studies or program committee that undertook major changes in the graduate program or other leadership roles within the academic unit, college, or university that resulted in an updated and improved graduate program.
- d. Where applicable, the nominee's contribution to professional student instruction and training, including such examples as:
- (1) The effectiveness of professional courses developed and taught by the nominee;
 - (2) The extent of the nominee's involvement in clinical teaching and mentoring of professional students within the academic discipline. This could include numbers of students, residents, and postdoctoral fellows supervised in clinical or practicum experiences, numbers of abstracts and publications co-authored with professional students, residents, or fellows, the number of residents or postdoctoral fellows supported through external grants or contracts, and the job placement of the nominee's residents or fellows;
 - (3) The extent of the nominee's involvement with the planning and review of the professional program and/or curriculum within the academic unit. This could include membership on committees involved in curriculum design, content, and assessment, or serving as a course coordinator;
 - (4) Evidence of positive involvement or contributions to the profession at the local, state, or national level. This may include such activities as appointed or elected memberships in professional organizations designed to improve educational opportunities, presentation of research findings, joint activities with students or residents in journal clubs, research projects, or special committees;
 - (5) Outstanding evaluations by professional students, residents and postdoctoral fellows.
- e. Up to five letters from among current undergraduate or alumni, current or former graduate students, current or former professional students, OU colleagues, or colleagues within the nominee's academic discipline from other campuses. Among all these letters, there should be commentary attesting to the nominee's ability to excel in all professional activities and relate those activities to the students they teach and mentor. However, any one reference is unlikely to be able to attest to all aspects of a nominee's professional activities.

In the following policy modifications, deletions are stricken and additions are underlined:

DISTINGUISHED PROFESSORSHIPS

Recipients of distinguished professorships are deemed to have achieved unusual distinction in teaching and guidance of students, research, or service. The University awards the following distinguished professorships:

David Ross Boyd Professorship
George Lynn Cross Research Professorship
Presidential Professors
Regents' Professorship

DAVID ROSS BOYD PROFESSORSHIP

(d) Perquisites

In the year of designation as a David Ross Boyd Professor, the person receiving the professorship will receive a one-time cash award of \$6,000. and a permanent salary increase of \$6,000 starting in the subsequent fiscal year. Persons named David Ross Boyd Professors on or after Spring 1996 are not eligible for consideration as Presidential Professors. Each year the Provost in consultation with the Director of the Instructional Development Program will have a fund from which David Ross Boyd Professors, who are involved in full time teaching, can request support for their instructional activities.

GEORGE LYNN CROSS RESEARCH PROFESSORSHIP

(d) Perquisites

In the year of designation as a George Lynn Cross Research Professor, the person receiving the professorship will receive a one-time cash award of \$6,000. and a permanent salary increase of \$6,000 starting in the subsequent fiscal year. Persons named George Lynn Cross Research Professors on or after Spring 1996 are not eligible for consideration as Presidential Professors. Each year the Graduate Dean in consultation with the Research Council will have a fund from which only George Lynn Cross Research Professors can request support for their scholarly and creative activities.

REGENTS' PROFESSORSHIP

(c) Perquisites

In the year of designation as a Regent's Professor, the person receiving the award will receive a one-time cash award of up to \$6,000. and a permanent salary increase of the same amount starting in the subsequent fiscal year. Persons named Regent's Professors on or after Spring 1996 are not eligible for consideration as Presidential Professors.

PRESIDENTIAL PROFESSORS

a. Criteria for Selection

Presidential Professors are those faculty members who excel in all their professional activities and who relate those activities to the students they teach and mentor. These professors inspire their students, mentor their undergraduate and/or graduate students in the process of research and creative activity within their discipline, and exemplify to their students (both past and present) and to their colleagues (both at OU and within their disciplines nationwide) the ideals of a scholar through their endeavors in teaching, research/creative activity, and service.

To support this charge, nomination materials will include:

1. The nominee's mini-vita and faculty evaluations for the previous three years (or since beginning at OU) and the nominee's complete vita.
2. A narrative assessment (no more than 5 double-spaced pages) of:
 - (a) The impact of the nominee's research and creative activity on his/her students.

(b) The nominee's contribution to the undergraduate instructional enterprise including such examples as:

- (1) The effectiveness of lower-division and upper-division undergraduate courses developed and taught by the nominee.
- (2) The extent of the nominee's involvement with undergraduates in advising and mentoring within the academic discipline. This could include the quantity and quality of the independent study enrollments (3990, 4990, 3960, 3980, etc.), Undergraduate Research Opportunities Program (UROP) and Undergraduate Research Day (URD) sponsorships, Research Experience for Undergraduates (REU) sponsorships, placement of undergraduates in quality graduate programs, number of academic advisees, and the sponsorship of academic clubs or academic honoraries.
- (3) The extent of the nominee's involvement with the planning and review of the undergraduate program within the academic unit. This could include chairing an undergraduate studies or program committee that undertook major changes in the undergraduate program or other leadership roles within the academic unit, college, or university that resulted in an updated and improved undergraduate program.
- (4) The extent of the nominee's involvement with undergraduates through Universitywide programs such as the freshman Gateway course, freshman seminars, the residence hall adopt-a-faculty program, or other programs outside the classroom.

(c) The nominee's contribution to the graduate instructional enterprise including such examples as:

- (1) The effectiveness of graduate courses developed and taught by the nominee.
- (2) The extent of the nominee's advising and mentoring involvement with graduate students within the academic discipline. This could include numbers of theses and dissertations supervised, publications co-authored with graduate students, graduate students supported through external grants and contracts, and the job placement of the nominee's graduate students.
- (3) The extent of the nominee's involvement with the planning and review of the graduate program within the academic unit. This could include chairing a graduate studies or program committee that undertook major changes in the graduate program or other leadership roles within the academic unit, college, or university that resulted in an updated and improved graduate program.

(d) Up to five letters from among current undergraduates or alumni, current or former graduate student, OU colleagues, or colleagues within the nominee's academic discipline from other campuses. Among all these letters, there should

be commentary attesting to the nominee's ability to excel in all professional activities and relate those activities to the students they teach and mentor. However, any one reference is unlikely to be able to attest to all aspects of a nominee's professional activities.

b. Selection Committee

1. The Norman Campus selection committee will be chaired by the Senior Vice President and Provost and the Vice President for Research, who serve as non-voting members. Thirteen members of the selection committee will be chosen as follows:

The President will select six faculty and three academic administrators from among current members on the Research Council, University Council on Faculty Awards and Honors - Norman Campus members, and Deans' Council. In the initial year, three appointees will be asked to serve a one-year term, three appointees will be asked to serve a two-year term, and three appointees will be asked to serve a three-year term.

The President will also select two faculty at-large from the Norman campus tenure-track and tenured faculty to serve. In the initial year, one will be asked to serve a one-year term, and the other a two-year term.

The President will also select two distinguished outside individuals to serve. In the initial year, one will be asked to serve a one-year term, and the other a two-year term.

In subsequent years, the selection committee will be composed of six faculty and three academic administrators serving three-year staggered terms, two faculty-at-large serving two-year staggered terms, and two outside individuals serving two year staggered terms.

Any faculty members who are nominees must recuse themselves from the committee during that particular year; and the President will replace them so as to maintain the composition of the selection committee.

c. Selection Procedure

1. Initiation. Beginning with the 1995-96 academic year, the President's Office -- in conjunction with the Senior Vice President and Provost of the Norman Campus and the Senior Vice President and Provost of the Health Sciences Center -- (a) will review the number of vacant Presidential Professorships, (b) will hold three vacancies each year for recruitment leverage, and (c) will issue a call for nominations by September 30. Separate selection committees will be constituted on the Norman and Health Sciences Center campuses.

2. Nominations. Nominations should be prepared by Chairs, Directors, and Committee A, or other faculty groups and forwarded to both the appropriate Dean and Provost. Self-nominations will not be accepted. Deans will forward the nominations with their own comments to their campus Provost. Each Provost will convene their campus' selection committee.

3. The committees' selections for the Presidential Professors must be forwarded by February 15 to the President's Office along with all nominations and all substantiating materials pertaining to all nominees. The President will make recommendations to the Board of Regents during the March Regents' meeting.

4. The final selections will be announced for Norman Campus at the annual Faculty Tribute Day Luncheon in April and for the HSC Campus at the Spring General Faculty Meeting.

(d) Perquisites

The Professorship is awarded for a four year term. Assistant and Associate Professors receive \$5,000 per year and Professors receive \$10,000 per year. To be eligible for funding in any given year, a faculty member must be considered as a full-time continuing member of The University of Oklahoma faculty.

Decisions regarding merit increases in base faculty salary in the academic year will be made independently of faculty status as a Presidential Professor.

Presidential Professors will be given the option each year of receiving the professorship funding as:

1. a (taxable) salary supplement plus associated fringe benefits; paid in two installments, one in the Fall semester and one in the Spring semester, or as a summer salary.

2. a faculty development grant within their departmental 122-7XXX account for use in travel, graduate student stipends, instructional enhancement, and research development.

3. a combination of 1 and 2.

e. Term of Award

The Professorship is granted for a four year term with the faculty member receiving the funding each year based on their faculty rank.

President Boren recommended the Board of Regents approve policies and procedures to implement the Presidential Professors Program, modifications to the George Lynn Cross Research, David Ross Boyd, and Regents' Professors Program, and modifications to the Norman Campus Faculty Handbook, Section 3.16, and Regents' Policy.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Halverstadt, and Siegfried. Regent Hall was out of the room at the time of the vote. The Chair declared the motion unanimously approved.

Regent Siegfried exited the meeting at 4:30 p.m.

PROPOSALS, CONTRACTS, AND GRANTS

A list of awards and/or modifications in excess of \$100,000 or that establish or make policy for the University, or that otherwise involve a substantial or significant service to be performed by the University was included in the agenda. Comparative data for fiscal years 1994 and 1995, current month and year-to-date, was also included.

The Provisions of Goods and Services policy (amended December 4, 1992) provides that new contracts and grants in excess of \$100,000 must be referred to the Board of Regents for ratification. In addition, in those cases where a contract, grant, document, or arrangement involved would establish or make policy for the University, or otherwise involve a substantial or significant service to be performed by the University, that contract, arrangement, or document shall be referred to the Board of Regents for approval.

JUNE 1995 SUMMARY

Norman Campus and Health Sciences Center Combined Data

- Total sponsored programs expenditures rose 12% over last year reaching \$102.9 million. Fiscal year 1995 was again another record year and, most importantly, marked the first time expenditures had reached the \$100 million level. Both the Health Sciences Center and Norman Campus topped \$50 million in expenditures.
- Fiscal year 1995 was also a record year for faculty based research expenditures with an increase of 11% over last year (\$57.5 million vs. \$51.7 million).
- While overall awards (\$95.0 million) and proposal activity (\$194.5 million) remained about the same, research awards increased by 4% over last year (\$65.0 million vs. \$62.6 million).

Norman Campus

- Faculty based research expenditures increased 8% over last year (\$30.6 million vs. \$28.3 million) and topped \$30 million for the first time. Regretfully, awards are down 8% (\$32.2 million vs. \$34.9 million) and proposal activity is down 2% (\$134.0 million vs. \$136.3 million).
- College of Continuing Education expenditures rebounded and are up 18% from last year (\$17.3 million vs. \$14.7 million). However, awards are down 18% (\$13.0 million vs. \$15.8 million) and proposal activity is down 91% (\$22.7 million vs. \$253.1 million*).

*November 1993 included an unusually large proposal (\$203 million) for National Air Traffic Instructional Services Contract.

Health Sciences Center

- The Health Sciences Center led the way in all areas during fiscal year 1995. Research expenditures are up 15% over last year (\$26.8 million vs. \$23.4 million), awards are up 18% (\$32.7 million vs. \$27.6 million), and proposal activity is up 5% (\$60.4 million vs. \$57.3 million).

- Likewise, total expenditures are up 12% over last year (\$52.2 million vs. \$46.4 million), awards are up 17% (\$48.2 million vs. \$41.3 million), and proposal activity is up 4% (\$70.7 million vs. \$67.8 million).

JULY 1995 SUMMARY:

Although awards were down 4% during July, the new fiscal year is off to a good start with a 14% increase in total expenditures and a 45% increase in total proposal submissions.

Norman Campus

- Research expenditures are up 13% over last year (\$3.6 million vs. \$3.2 million), proposal submissions are up 28% at \$9.7 million, but research awards are down 14% with \$3.8 million received during July, 1995.
- Total expenditures are up 11% (\$5.5 million vs. \$5.0 million), awards are up 6% at \$4.7 million, and proposal submissions are up 51% (\$12.5 million vs. \$8.3 million).

Health Sciences Center

- Research expenditures are up 26% at \$2.4 million, proposal submissions have increased 20% over last year at \$4.0 million, but awards are down 13% (\$4.0 million vs. \$4.7 million).
- Total expenditures are up 19% (\$4.5 million vs. \$3.8 million), proposal submissions are up 31% (\$4.9 million vs. \$3.8 million), but awards are down 9% at \$8.5 million.

President Boren recommended the Board of Regents ratify the awards and/or modifications for June and July 1995 as submitted.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, and Halverstadt. Regent Hall was out of the room at the time of the vote. The Chair declared the motion unanimously approved.

NONSUBSTANTIVE PROGRAM CHANGES - NC

The Oklahoma State Regents for Higher Education require that all changes in degree programs be presented to the institution's governing board before being forwarded to the State Regents for consideration. However, under the policies for program approval nonsubstantive changes may be approved by the institution's academic vice president and forwarded to the State Regents for information only. The changes in academic programs itemized in the list, attached hereto as Exhibit C, have been approved by the appropriate faculty, academic units and deans, and councils, and the Interim Senior Vice President and Provost, and will become effective for the 1995-96 academic year.

President Boren submitted changes in Norman Campus academic programs to the Board of Regents for information only.

DESIGNATION OF GIFT TO REGENTS' FUND AS QUASI-ENDOWMENT

The University recently received and accepted a bequest in the amount of \$148,500 from the Estate of Dorothy P. Mayes for scholarships at The University of Oklahoma. This gift represents 90% of one-fourth (1/4) of Ms. Mayes estate. In addition, \$2,000 was received from the Teachers' Retirement System as a death benefit from Ms. Mayes. The Last Will and Testament of Ms. Mayes contains no restrictions requiring the gift to be held in perpetuity and, therefore, the entire gift is expendable for scholarships at The University of Oklahoma. However, it is the opinion of the President that the intent of the donor can best be met by making the gift a part of the Regents' Fund, with only the investment earnings being utilized by the University for scholarships.

It is recommended that the gift be formally designated as a quasi-endowment fund and made a part of the Regents' Fund. As such, the fund will function like an endowment fund with only the investment earnings being spent for scholarships at The University of Oklahoma. At any time, however, the entire gift may be totally expended for the purpose intended by the donor at the discretion of the Board of Regents.

President Boren recommended that the gift received from the Estate of Dorothy P. Mayes for scholarships, be made a part of the Regents' Fund as a quasi-endowment fund. Said fund is to be named the "David A. Burr Scholarship Fund". As such, the fund will function like an endowment fund but may be totally expended for the purpose intended by the donor at any time at the discretion of the Board of Regents.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, and Halverstadt. Regent Hall was out of the room at the time of the vote. The Chair declared the motion unanimously approved.

PURCHASE OF COMPUTER HARDWARE, MAINTENANCE, AND SOFTWARE SUPPORT FOR LIBRARY SYSTEM - NC

An IBM 4381 computer in the Library was installed in 1988 and is now in need of replacement. The upgrade of the processing unit to an IBM 9121 Model 210 will significantly increase the computing capability in order to help provide quick response time to a growing number of users. The new machine will increase the number of input/output channels from 12 to 16, triple the machine instructions per seconds (mips) to 12, and increase the memory of the processor from 32 to 128 megabytes. It will also allow the University Libraries to install more powerful software to operate the computer system, provide compatibility with the campus network, and further develop worldwide networking capabilities.

The inclusion of the extended five-year warranty for the central processing unit will provide continuing hardware support in the event of any machine problems. It is crucial for the system to have this type of "insurance policy" to maintain continuing library computing service for the students and faculty.

The software support services requested in this bid are for a three year period and will allow the University Libraries Systems Office to take advantage of diverse programming expertise for our current VSE operating system and a planned VM operating system. They are particularly important as the University Libraries installs the new VM system, because the Library

System Office has a small number of programmers and the consulting services will help install and implement the new programs. These services also furnish technical information and documentation for the Library's programmers. This three-year software support program allows the Library Systems Office to introduce new enhancements without adding additional permanent staff.

The IBM bid on the used IBM computer was \$35,000.00 and was below the bid of \$36,000.00 from Phoenix Company, a third-party IBM hardware supplier. The IBM installation and five-year warranty maintenance cost will be \$63,893.00 and the Software Support Service will be \$46,107.00 for a total purchase cost of \$145,000.00. These prices include a discount of \$15,000.00 off the original proposed pricing.

President Boren recommended the Board of Regents approve the award of a purchase order in the amount of \$145,000.00 to IBM for the purchase of a used IBM computer with related maintenance and software support.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

PURCHASE OF SUPER COMPUTER SYSTEM AND 3 D GRAPHICS WORK-STATIONS FOR THE ENVIRONMENTAL COMPUTING APPLICATIONS SYSTEM (ECAS) - NC

This item was included in the agenda but was deferred by the Board of Regents to be considered at the next meeting.

NEW CHILLED WATER PLANT FOR YORKSHIRE APARTMENTS

The Yorkshire apartment complex consists of 268 units which are currently heated and cooled by a two-pipe fan coil system. This system is served by two independent heating and cooling plants located in the center of each complex. These cooling plants contain one Trane Centravac chiller model 27 (1958 year) and one Carrier Reciprocating chiller model 30GB15500 (1984 year). The existing Trane Centravac contains refrigerant R-11 that has been phased out of production. Since the chiller is 37 years old, it is not a candidate for a retrofit. The existing Carrier Reciprocating chiller should be replaced because improvements in technology have led to the manufacture of equipment that is much more efficient.

The Director of Physical Plant recommends consolidation of the two cooling plants. Consolidation will provide for the optimum operating scheme, maximum energy efficiency, maximum operating capacity, complete automation of the system and provide an underground pipe network.

Vendors were invited to submit proposals for a new chilled water plant for Yorkshire Apartments. Three bid proposals were received. AES of Oklahoma submitted a bid providing for six options. The Trane Company submitted a bid providing for six options. R. B. Atkins Company submitted a bid providing for two options. All options were evaluated based on life

cycle cost (LCC) as required by Oklahoma State Statute 61 OS, Section 209. Included in the evaluation was the initial equipment cost, installation, kilowatt per ton of cooling, water cost, annual energy cost and total 20 year operating (LCC) cost. Based on the LCC evaluation the three best options are shown:

<u>Company Name</u>	<u>Option Number</u>	<u>Initial Delivered Cost</u>	<u>Total Life Cycle Cost</u>
AES of Oklahoma Oklahoma City	2	\$109,938.00	\$624,569.00
Trane Company Oklahoma City	3	\$107,478.00	\$654,319.00
R. B. Atkins Company Oklahoma City	1	\$125,356.00	\$659,195.00

The project will be funded from Account 127-8220, Bonded Housing Reserves.

President Boren recommended that the Board of Regents approve the award of a purchase order to AES of Oklahoma in the amount of \$109,938 for the purchase of a new chilled water plant to be installed by University Physical Plant at Yorkshire Apartments.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

OKLAHOMA MEMORIAL STADIUM SUITES - NC

At the January 1995 meeting of the Board of Regents, the Board approved a plan which authorized the Athletic Director to proceed with plans for the development of suites at the bottom level of the Oklahoma Memorial Stadium press box, authorized a contract modification to the existing contract with Hellmuth Obata & Kassabaum, Inc. Sports Facilities Group (HOK) for the preparation of plans and specifications for the project and authorized the administration with the assistance of Legal Counsel to receive bids and execute the necessary contracts and change orders for the project.

At the April 1995 meeting, the Board of Regents awarded a construction contract in the amount of \$836,348 to W. L. McNatt and Company of Oklahoma City for the construction of the project with a project budget of \$1,200,000.

A substantial completion inspection of the project was held September 8, 1995, with representatives of W. L. McNatt and Company, HOK and the University, including representatives of the Athletic Department, Architectural and Engineering Services and Physical Plant, in attendance. The results of the inspection indicated that the project was substantially complete. A punch list of remedial work was developed and given to W. L. McNatt and Company for correction. It is recommended that the Board of Regents accept the Oklahoma Memorial Stadium Suites project as substantially complete and authorize that the final payment be made to W. L. McNatt and Company following the completion of all punch list work.

President Boren recommended the Board of Regents (1) accept the Oklahoma Memorial Stadium Suites project as substantially complete and (2) authorize that the final payment be made to W. L. McNatt and Company following the completion of all punch list items.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

GOLF TEAM FACILITY - NC

At the April 1995 meeting of the Board of Regents, the Board authorized the University administration to start the process of selecting an architectural consultant to provide professional services for the preparation of plans and specifications for the construction of a Golf Team Facility to be located on the Norman Campus. In accordance with Oklahoma Statutes and with established procedures for the selection of architectural and engineering consultants, the interview committee met on August 18, 1995 and selected for interview five firms from a list of 15 organizations which expressed interest in the project.

On September 6, 1995, the interview committee conducted interviews to consider the qualifications of the five firms and to review the University's requirements for the project. The interviews and the review process were conducted in accordance with the provisions of Oklahoma State law and the policies of the Board of Regents. The following qualifications of each firm were considered:

1. Professional reputation for design and engineering
2. Experience with similar design projects
3. Qualifications of the firm's professional staff
4. Scope of services offered
5. Amount of work in progress
6. Previous University projects completed
7. Financial standing and stability
8. Size of firm
9. Ability to design on time and within budget

The interview committee obtained information from the consultants, the files of the State of Oklahoma Department of Central Services, and other sources. Selected facts about each firm obtained from these sources were evaluated. Based upon the information obtained during the interviews and a detailed review and evaluation of each firm's qualifications, the interview committee rated the firms from highest to lowest as follows:

1. Architects in Partnership, Norman
2. Bockus Payne & Associates Architects, Oklahoma City
3. F. Lubbock Davies III, Inc. dba Davies Architects, Tulsa
4. Richard R. Brown Associates, Oklahoma City
5. J. W. McSorley Architect in association with Ford, Powell & Carson, Tulsa

Evaluation of the Firms Under Consideration for Golf Team Facility Project:

	<u>Architects in Partnership Norman</u>	<u>Bockus Payne & Associates Architects, Oklahoma City</u>	<u>F. Lubbock Davies III, Inc. dba Davies Architects, Tulsa</u>	<u>Richard R. Brown Associates, Oklahoma City</u>	<u>J.W. McSorley Architect in association Ford, Powell & Carson, Tulsa</u>
Acceptability of Design	129	118	115	85	79
Quality of Engineering	117	114	104	87	86
Adherence to Cost Limits	60	54	50	49	47
Adherence to Time Limits	62	53	49	48	48
Volume of Changes	61	56	51	51	48
Financial Stability	<u>63</u>	<u>56</u>	<u>55</u>	<u>52</u>	<u>53</u>
Total Points	492	451	424	372	361

The interview committee was composed of the following persons:

Lawrence Naifeh, Legal Counsel, Athletic Department, Committee Chair
 Gregg Grost, Head Men's Golf Coach, Athletic Department
 Terry Harris, Executive Committee Member, Golf Booster Club
 Kenneth Jorgenson, Assistant Director, Physical Plant
 Carol Ludvigson, Head Women's Golf Coach, Athletic Department
 Allen Moore, Director, Auxiliary Services
 Michael Moorman, Director, Architectural and Engineering Services
 Terry Robertson, Former Chair Athletic Council; and Associate Professor of Finance

President Boren recommended the Board of Regents (1) rank in the order presented above the architectural firms which are under consideration to provide the professional services required for the Golf Team Facility project, (2) authorize the University administration to negotiate the terms of a contract and a fee starting with the highest ranked firm, and (3) authorize the President or his designee to execute the consultant contract.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

NEW SOFTBALL FACILITY FOR WOMEN'S INTER-COLLEGIATE ATHLETICS AND L. DALE MITCHELL BASEBALL PARK IMPROVEMENTS

At the June 1995 meeting of the Board of Regents, the Board authorized the University administration to start the process of selecting an architectural consultant to provide professional services for the preparation of plans for a new softball facility for the women's inter-collegiate athletic program. At the same meeting, the Board authorized the University administration to start the process of selecting an architectural consultant to provide professional services for the preparation of plans for an addition and certain renovations to the L. Dale Mitchell Baseball Park located on the Norman Campus.

In accordance with Oklahoma Statutes and with established procedures for the selection of architectural and engineering consultants, the interview committee met on August 22, 1995 and selected for interview five firms from a list of 18 organizations which expressed interest in being considered for both projects.

On August 29, 1995 the interview committee conducted interviews to consider the qualifications of the five firms and to review the University's requirements for the project. The interviews and the review process were conducted in accordance with the provisions of Oklahoma State law and the policies of the Board of Regents. The following qualifications of each firm were considered:

1. Professional reputation for design and engineering
2. Experience with similar design projects
3. Qualifications of the firm's professional staff
4. Scope of services offered
5. Amount of work in progress
6. Previous University projects completed
7. Financial standing and stability
8. Size of firm
9. Ability to design on time and within budget

The interview committee obtained information from the consultants, the files of the State of Oklahoma Department of Central Services, and other sources. Selected facts about each firm obtained from these sources were evaluated. Following the completion of all five interviews, it was the consensus of the interview committee that one of the five firms was best qualified to provide the professional services for the new Women's Softball Facility project and another firm was best qualified to provide the professional services for the L. Dale Mitchell Baseball Park Improvements project. As a result, based upon the information obtained during the interviews and a detailed review and evaluation of each firm's qualifications, the interview committee rated each of the five firms separately for each of the two projects. For each project, the firms were rated from highest to lowest as follows:

New Women's Softball Facility Project:

1. Tredway Associates, Edmond
2. RGDC, Inc., Oklahoma City
3. Architects in Partnership, Norman, in association with HOK Sports Facilities Group, Norman, Kansas City, Missouri
4. TAP/The Architectural Partnership, Oklahoma City
5. Frankfurt Short Bruza Associates, P.C., Oklahoma City

L. Dale Mitchell Baseball Park Improvements Project:

1. RGDC, Inc., Oklahoma City
2. Architects in Partnership, Norman, in association with HOK Sports Facilities Group, Norman, Kansas City, Missouri
3. Tredway Associates, Edmond
4. TAP/The Architectural Partnership, Oklahoma City
5. Frankfurt Short Bruza Associates, P.C., Oklahoma City

Evaluation of the Firms Under Consideration for the New Women's Softball Facility Project:

	<u>Tredway Associates</u>	<u>RGDC, Inc.</u>	<u>Architects in Partnership in association with HOK Sports Facilities Group</u>	<u>TAP/The Architectural Partnership</u>	<u>Frankfurt Short Bruza Associates, P.C.</u>
Acceptability of Design	156	138	118	89	82
Quality of Engineering	154	135	111	86	82
Adherence to Cost Limits	72	65	52	46	41
Adherence to Time Limits	72	66	53	47	39
Volume of Changes	70	59	54	46	45
Financial Stability	<u>71</u>	<u>64</u>	<u>56</u>	<u>46</u>	<u>50</u>
Total Points	595	527	444	360	339

Evaluation of the Firms Under Consideration for the L. Dale Mitchell Baseball Park Improvements Project:

	<u>RGDC, Inc.</u>	<u>Architects in Partnership in association with HOK Sports Facilities Group</u>	<u>Tredway Associates</u>	<u>TAP/The Architectural Partnership</u>	<u>Frankfurt Short Bruza Associates, P.C.</u>
Acceptability of Design	156	140	123	109	91
Quality of Engineering	156	138	116	103	97
Adherence to Cost Limits	71	65	51	45	43
Adherence to Time Limits	71	62	51	47	43
Volume of Changes	72	62	49	45	42
Financial Stability	<u>74</u>	<u>62</u>	<u>47</u>	<u>46</u>	<u>47</u>
Total Points	600	529	437	395	363

The interview committee was composed of the following persons:

Lawrence E. Naifeh, Committee Chair and Legal Counsel, Athletic Department
Larry L. Cochell, Head Baseball Coach, Athletic Department
Patty Gasso, Head Softball Coach, Athletic Department
Marita Hynes, Associate Director, Athletic Department
Kenneth L. Jorgenson, Assistant Director, Physical Plant
Gregory D. Kunesh, Professor, School of Drama, and Chair, Athletics Council
R. David Nordyke, Staff Architect, Architectural and Engineering Services
John A. Underwood, Associate Director, Athletic Department

President Boren recommended the Board of Regents (1) rank in the order presented above the architectural firms which are under consideration to provide the professional services required for the new Women's Softball Facility project, (2) rank in the order presented above the architectural firms which are under consideration to provide the professional services required for the L. Dale Mitchell Baseball Park Improvements project, (3) authorize the University administration to negotiate the terms of a contract and a fee starting with each of the highest ranked firms, and (4) authorize the President or his designee to execute the consultant contracts.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

NIELSEN HALL ADDITION AND RENOVATION

In July 1993, the Board of Regents approved two projects as a part of the Campus Master Plan of Capital Improvements Projects for the Norman Campus: (1) the Nielsen Hall Addition project and (2) the Nielsen Hall Renovation project.

Nielsen Hall was constructed in 1948 and houses the Department of Physics and Astronomy which is experiencing a severe shortage of classroom and teaching space. The Nielsen Hall Addition project involves the design of an addition to the building which is located near the center of campus on the Van Vleet Oval. The new facility is planned to contain a 350-seat classroom, a 200-seat classroom, a shared lecture demonstration preparation area, six teaching laboratories, and other required support spaces. As a result of funding limitations, the project must be constructed in two phases. The first phase will contain the two large classrooms and other related public and support spaces. The anticipated cost of the initial phase of the project is approximately \$2,400,000. As further studies are completed, it may be necessary to adjust this figure. The second phase will need to have a similar budget. As a proposed third phase, the Nielsen Hall Renovation project involves the renovation of a major portion of the existing building to provide modern laboratory space and other support spaces. In order to have the two additions and the renovation work in the existing building function properly and to solve mechanical and electrical system and code problems, it is necessary to develop a unified plan for the three elements.

In June 1994, the Board of Regents authorized the University to start the process of selecting an architectural and engineering firm to provide professional services for the preparation of plans for the addition and certain renovations to Nielsen Hall. In October 1994, the Board of Regents placed in rank order the architectural and engineering firms which were under

consideration to provide the professional services required for the construction of an addition to and renovations of Nielsen Hall and authorized the administration to negotiate the terms of a contract and a fee starting with the highest ranking firm.

The firm of J. W. McSorley Architect has identified fees for the professional services required to produce a master plan for all three elements of the total project and schematic design documents for the first and second elements of the total project and to prepare contract documents for the initial phase of the addition. University staff have reviewed the proposed fees and find them acceptable within the guidelines established by the State of Oklahoma Department of Central Services. It is anticipated that the preparation of the master plan will require five months, the preparation of schematic design will require three months and the preparation of contract documents will take approximately six months for completion. The actual construction of the initial phase will take approximately 18 months. The new facilities are to be constructed using funds from several sources, including revenue bond funds, Section 13 and New College Funds, and other private or public funds. Revenue bond funds in the amount of \$1,900,000 and Section 13 and New College Funds in the amount of \$500,000 are available to fund the initial phase with an estimated total cost of \$2,400,000.

President Boren recommended the Board of Regents (1) approve the award of an architectural and engineering services contract to J. W. McSorley Architect for (a) the preparation of a master plan and programming documents for Phases I, II and III of the Nielsen Hall Addition and Renovation project at a fee of \$50,000, (b) the preparation of schematic design and design development documents and final plans and specifications and the provision of construction administration services for Phase I of the project at a fee of seven percent (7%) of the approved construction cost, and (c) the preparation of schematic design documents only for Phase II at a fee of \$25,000; and (2) authorize the President or his designee to execute the contract.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

SAM NOBLE OKLAHOMA MUSEUM OF NATURAL HISTORY

At the January 1995 meeting, the Board of Regents approved the Design Development Phase plans for the Sam Noble Oklahoma Museum of Natural History project. Kaighn Associates Architects, Inc. of Norman, Oklahoma and Crissman Solomon Bauer Architects Inc. of Watertown, Massachusetts, the joint venture architects for the project, are approaching completion of the final plans and specifications for the project. It is anticipated that the construction documents will be ready for bidding by November 2, 1995. It is planned to receive bids for the construction of the building on December 7, 1995 and bring a recommendation regarding award of a construction contract to the January 1996 meeting of the Board of Regents. Construction work should begin during the month of February 1996.

The new facility, which is to be constructed near the intersection of Timberdell Road and Chautauqua Avenue, contains exhibition areas, educational facilities, collections storage areas, curatorial and research areas, and support spaces for the museum. The total area of the building is approximately 180,000 gross square feet, and the estimated construction cost is \$27,000,000.

The plans for the project are based upon requirements which have been carefully defined by the staff of the Oklahoma Museum of Natural History and reviewed by the museum project planning committee. The major subdivisions of space within the building are identified as the exhibition areas, the public programs and services areas, the research and teaching areas, the collections storage areas, and other support spaces.

The plans for the building provide approximately 50,000 gross square feet of space for the exhibition areas and special events galleries. Based upon the Exhibit Design Master Plan, approved by the Board of Regents in April 1994, the exhibition space is to be divided into integrated thematic areas, each containing exhibits and informative materials that pertain to these areas. Currently, \$2,500,000 in project funds are available for the initial phase of exhibits. The Public Programs and Services areas provide spaces for an auditorium that will seat an audience of approximately 200, two multi-purpose rooms one of which also functions as an educational laboratory, offices for the public education program staff, and teaching laboratories. The support areas include collections and research receiving areas, exhibits and construction work areas and storage, a museum gift shop, a catering facility, and other public food services. The plans also include specialized collection storage areas for the museum's extensive collections. The research laboratory, office and teaching areas contain the faculty research laboratories, the preparation laboratories, the curatorial and faculty offices, a registrar's office, and research reading rooms.

The approved project budget of \$37,500,000 is composed of a combination of \$15,000,000 in general obligation bond funds, \$17,500,000 in private funds, and \$5,000,000 in City of Norman bond funds. The project architects have prepared a cost estimate which indicates that the proposed project can be constructed within the approved budget and a series of construction alternates to allow award of a contract within the approved budget. The general construction work will take approximately 32 months to complete.

President Boren recommended the Board of Regents approve final plans and specifications for the Sam Noble Oklahoma Museum of Natural History building project and authorize the administration to advertise the project for bids.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

MAX WESTHEIMER AIRPORT WEST PARALLEL TAXIWAY

At the April 1995 meeting of the Board of Regents, the Board authorized the University administration to start the process of selecting an engineering consultant to provide professional services for the preparation of plans for the construction of the West Parallel Taxiway at the Max Westheimer Airport located in the University Research Park.

In accordance with Oklahoma Statutes and with established procedures for the selection of architectural and engineering consultants, the interview committee met on August 17, 1995 and selected for interview five firms from a list of 14 organizations which expressed interest in the project.

On August 28, 1995 the interview committee conducted interviews to consider the qualifications of the five firms and to review the University's requirements for the project. The interviews and the review process were conducted in accordance with the provisions of Oklahoma State law and the policies of the Board of Regents. The following qualifications of each firm were considered:

1. Quality of engineering
2. Experience with similar design projects
3. Qualifications of the proposed project team
4. Amount of work in progress
5. Previous University projects completed
6. Financial standing and stability
7. Ability to design on time and within budget

The interview committee obtained information from the consultants, the files of the State of Oklahoma Department of Central Services, and other sources. Selected facts about each firm obtained from these sources were evaluated. Based upon the information obtained during the interviews and a detailed review and evaluation of each firm's qualifications, the interview committee rated the firms from highest to lowest as follows:

1. CH2M Hill, Tulsa
2. HNTB Corporation, Tulsa
3. MacArthur Associated Consultants, Ltd., Oklahoma City
4. Poe & Associates, Inc., Oklahoma City
5. Robert B. Hendrick & Sons Co., Inc. teamed with JBM Engineers & Planners, Norman

Evaluation of the Firms Under Consideration for the Max Westheimer Airport West Parallel Taxiway Project:

	<u>CH2M Hill</u>	<u>HNTB Corporation</u>	<u>MacArthur Associated Consultants, Ltd.</u>	<u>Poe & Associates, Inc.</u>	<u>Robert B. Hendrick & Sons Co., Inc. teamed with JBM Engineers & Planners</u>
Quality of Engineering	90	82	82	78	72
Adherence to Cost Limits	48	35	39	37	36
Adherence to Time Limits	45	40	39	40	39
Volume of Changes	46	40	37	34	36
Financial Stability	<u>48</u>	<u>40</u>	<u>37</u>	<u>39</u>	<u>38</u>
Total Points	277	237	234	228	221

The interview committee was composed of the following persons:

Allen Moore, Director, Auxiliary Services, Chair
George Hargett, Max Westheimer Airport Administrator
Daniel Kissinger, Construction Inspector/Estimator, Physical Plant
Thomas Knotts, Project Coordinator, Architectural and Engineering Services
Pauline Richardson, Max Westheimer Airport Operations Manager

President Boren recommended the Board of Regents (1) rank in the order presented above the engineering firms which are under consideration to provide the professional services required for the Max Westheimer Airport West Parallel Taxiway project, (2) authorize the University administration to negotiate the terms of a contract and a fee with the highest ranked firm, and (3) authorize the President or his designee to execute the consultant contract.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

Chairman Blankenship recessed the meeting at 4:53 p.m., to be reconvened the following morning at 8:30 a.m.

The Regents reconvened in regular session at 8:58 a.m. on Wednesday, September 27, in the same location with all Regents present except Regent Lewis.

CERTIFICATE OF ACHIEVEMENT FOR EXCELLENCE IN FINANCIAL REPORTING - NC & HSC

The Government Finance Officers Association of the United States and Canada (GFOA) has awarded Certificates of Achievement for Excellence in Financial Reporting to The University of Oklahoma Norman Campus and the Health Sciences Center for the Component Unit Financial Reports (CUFR) for the fiscal year ended June 30, 1994. Each campus prepared and submitted a CUFR independently of each other and both CUFR's qualified for the Certificate. The Certificate of Achievement is a prestigious national award recognizing conformance with the highest standards for preparation of state and local government financial reports.

In order to be awarded a Certificate of Achievement, a government unit must publish an easily readable and efficiently organized CUFR whose contents conform to program standards. Such CUFR must satisfy both generally accepted accounting principles and applicable legal requirements.

A Certificate of Achievement is valid for a period of one year only. The Controllers' offices at each campus were responsible for preparing the financial information which received the Certificate of Achievement for the third consecutive year.

Vice President Farley introduced the following staff members who were present to receive this well-deserved recognition: Robyn Lambrecht, Teresa Henson, Steve Stanley, Terri Turkington, Julie Forthman, Chris Kuwitzky, John Moore, and Mark Lemons. Dr. Farley said

receiving this award three years in a row is unique and an achievement of which the University is very proud. It shows to the public that the kinds of financial information we are presenting is recognized as good, solid financial reports.

This was presented for information and discussion. No action was required.

FINANCING ENERGY CENTER PARKING LOT - NC

At the Board's May, 1993 meeting, the Regents approved the purchase of a 173-space parking lot south of the Sarkeys Energy Center. At the time of this purchase, the University was discussing with the National Storm Prediction Institute (NSPI) and the National Oceanic and Atmospheric Administration (NOAA) the possibility of relocating NSPI functions from Kansas City to Norman, and constructing a building to be leased to various NOAA agencies on the site of the northeast parking lot of the Sarkeys Energy Center. In anticipation of these possibilities becoming realities, the University negotiated the purchase of the 173-space parking lot just south of the Sarkeys Energy Center. The funding for this purpose was to be provided from either a revenue bond issue to build another parking facility adjacent to the Energy Center building itself or a revenue bond issue to fund the construction of the building to be leased to NOAA for certain NOAA agencies. Pending the issuance of either of these revenue bond issues, interim financing was accomplished by the issuance of a short term loan from University Book Exchange Contract Reserves. The initial short term loan matured on June 30, 1994. However, the details of the NSPI relocation and the NOAA facility were still ongoing at June 30, 1994, and the short term loan was extended until June 30, 1995. As of June 30, 1995, the final decision regarding these projects was still under discussion, thus neither of the bond issues proposed to fund these projects for the purchase of the 173-space parking lot have been initiated. As a result, the University Book Exchange Contract is still holding a short term loan for providing the cash to purchase this parking lot.

Given the uncertainty of the finalization of the above possibilities, it is requested that the Regents authorize the reclassification of the currently outstanding short term loan to a long term loan with a maturity date of June 30, 2000. This loan would be repaid from the proceeds of either of the revenue bond issues described above. In the event that neither of these bond issues close, this loan could be set aside and a permanent transfer from the Book Exchange contract reserve could be authorized.

President Boren recommended the Board of Regents approve the financing of the acquisition of the 173-space parking lot south of the Sarkeys Energy Center through a five-year loan in the amount of \$575,000 from the University Book Exchange Contract Reserves.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

REFUNDING OF UTILITY SYSTEM REVENUE BONDS, REFUNDING SERIES 1987A

At the June 27, 1995 meeting, the Board of Regents authorized the refunding of the \$8,920,000 Utility System Revenue Bonds, Refunding Series 1987A and directed the administration, Bond Counsel, and Underwriter to proceed with this advance refunding, including the preparation of documents, approval of the Executive and Legislative Bond Oversight Commissions, approval of the State Regents, and any and all other actions necessary to prepare a refunding issue.

Pursuant to the Oklahoma State Statutes, the Executive and Legislative Bond Oversight Commissions have approved the issuance of this refunding debt. In addition, the Oklahoma State Regents for Higher Education have reviewed the Preliminary Official Statement, determined that the statement is substantially accurate and the projected revenue will satisfy the debt service requirement, and certified to the Attorney General the accuracy of the Preliminary Official Statement. The Attorney General has tentatively approved this refunding issue. (Final approval does not come until a specimen bond is provided and Bond Counsel issues an Official Bond Opinion). In addition, the State Bond Advisor has reviewed and accepted the Underwriter's fees, Trustee Bank fees, printing fees, escrow verification fees, and the interest rates of the refunding bonds to be issued.

The refunding bonds are being insured by MBIA and, as such, will carry AAA/aaa ratings from both Moody's Investor Services and Standard and Poor. Upon the approval of the Regents, the refunding bonds will be sold this afternoon, September 27, 1995. To illustrate the potential savings in debt service to be realized, based upon the September 25, 1995 market, the bonds could have been sold at a NET INTEREST COST of 4.707%. At this interest rate, the size of the issue would have been \$8,995,000. The savings in debt service would have been \$482,850 (NPV of \$461,851) of which \$460,490 would have been realized in the first year's debt service. The sources and uses of the proceeds are illustrated below:

SOURCE OF FUNDS:

Par Amount of Bonds	\$8,995,000
Accrued Interest	<u>11,901</u>
Total Source of Funds	<u>\$9,006,901</u>

USES OF FUNDS:

Underwriter's Discount (.55%)	\$ 49,473
Bond Counsel	7,500
CPA Escrow Verification	1,600
Printing of Bonds and O.S.	2,501
Trustee's Fees (refunding bonds)	550
Rating Fee - Moody's	10,700
Rating Fee - S & P	8,800
Bond Insurance - MBIA	48,798
Cost of Escrow (SLGS)	8,863,500
Accrued Interest	11,901
Contingency	<u>1,578</u>
Total Uses of Funds	<u>\$9,006,901</u>

(NOTE: The Utility System will incur approximately \$3,000 in Trustee fees on the 1987A Bonds until they are called on July 15, 1997.)

The escrow to retire the currently outstanding Utility System Revenue Bonds, Refunding Series 1987A will consist of State and Local Government Securities (SLGS). These securities are sized to fund the principal and interest payments on the 1987A Bonds when due on January 15, 1996, July 15, 1996, and January 15, 1997, as well as the remaining outstanding 1987A Bonds on the first call date, July 15, 1997. The size of this escrow will be verified by the accounting firm, Deloitte & Touche LLP.

This refunding does not extend the term of the debt. The 1987A Bonds mature on July 15, 2003. The refunding bonds being issued mature on July 1, 2003. The projected debt service savings (NPV) to be realized are approximately 5.13% of the par value of the refunding bonds. The State Bond Advisor has established a 3% savings as the benchmark for evaluating whether or not a refunding is economically feasible. Thus, this refunding issue is well above this benchmark.

President Boren recommended the Board of Regents authorize the execution of the final documents relating to the \$9,100,000 (subject to change) Utility System Revenue Bonds, Refunding Series 1995, which will advance refund the subject bonds, including but not limited to the Trust Agreement, Official Statement and Bond Resolution, the execution of a Bond Purchase Agreement with Leo Oppenheim & Co., Inc., and any and all other actions necessary to complete the Bond transaction.

Vice President Farley reviewed this item briefly. A four-page letter to the Regents from Edwin Kessler, Chair of "Common Cause Oklahoma" (Oklahoma Citizens for Open and Accountable Government) had been distributed to each Regent prior to this portion of the meeting. Regent Halverstadt asked if Dr. Kessler's remarks had been carefully considered. Dr. Farley responded that they had been reviewed. He said we will issue a little more debt than we currently have outstanding but what we look at is total principal and interest payments over time. Those will come down and the University will save between \$400,000 and \$500,000 in total interest payments over time.

President Boren said Dr. Kessler made some very good points in terms of general policy that should be followed concerning how government agencies should operate. If there is to be an issuance of bonds or refinancing, public notice should be a little more than 24 hours. In this case, the information has been out and considered by the Regents several times and widely reported by the press. In the future the staff will try to incorporate procedures to make sure the process is as open as it can possibly be.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

POST CLOSING REVIEW OF ODFA REVENUE BONDS

On August 22, 1995, Chairman Blankenship and other University officials executed and delivered all the necessary closing documents to close the financing plan related to the issuance of Oklahoma Development Finance Authority (ODFA) Revenue Bonds for various University of Oklahoma capital projects. The net proceeds of the issue (\$26.2 million) were deposited at closing to the University's capital project funds in the State Treasury and are now available to be expended for the authorized projects.

Members of the ODFA financing team were present to provide the Regents with a summary of the transaction. A document containing a post analysis of the financing was distributed to the Regents. Mr. Thompson of T. J. Thompson & Associates, financial underwriters, described the various steps and approval processes necessary to achieve the financing and successful closing of the issue. Mr. David Hinkle of the ODFA said the success of the sale of

these bonds has to be solely attributed to the retail nature of the distribution of the bonds. They were retailed in Oklahoma to individuals who had State income tax liabilities in which these instruments would assist them. A lower rate is obtained than could be achieved by wholesaling the bonds.

President Boren thanked everyone involved in this project and said it has been a labor of love by people who really believed in it.

This was presented for information and discussion. No action was required.

QUARTERLY REPORT OF PURCHASES

Regents' policy authorizes the President or his designee to approve purchases for \$100,000 or less when a low responsive bid is accepted and other purchases for \$75,000 or less. The Board of Regents is provided a quarterly report of these purchases approved by the President or his designee between the old and new levels requiring Board action.

The reports covering the period April 1, 1995 through June 30, 1995 for the Norman Campus and Health Sciences Center were included in the agenda for information.

REGENTS' FUND INVESTMENTS

During the month ended June 30, 1995, the investment transactions listed below were made based upon investment recommendations provided by J. & W. Seligman & Co. These transactions were designed to sell two holdings as a source of funds to initiate positions in Boeing and IBM.

Purchases: New Holdings

2,000 Shares	Boeing Company
1,500 Shares	International Business Machines

Sales:

2,000 Shares	Beverly Enterprises
8,000 Shares	Sysco Corporation

Boeing Company is the world's leading manufacturer of commercial jets. It also produces military aircraft and missiles. With domestic air carriers emerging from their long recession, we expect a resumption in aircraft orders. International orders have already begun to improve. The 777 and the next generation 737's should also spur demand.

International Business Machines is the world's largest technology company, offering a diversified line of computer hardware equipment, application and system software and related services. The company has taken steps to restore growth in key software and PC units, while a strong push is being made on a transition to fast-growing client/server markets. In addition, a more aggressive pricing policy should help stem customer defections.

The allocation of resources within the fund following these investment transactions was in line with the Regents' investment policy. The schedule presenting the status of the Regents' Fund Consolidated Investment Fund as of June 30, 1995 was included in the agenda.

The Seligman recommendations were approved and these transactions have been completed.

This report was presented for information. No action was required.

REGENTS' FUND SEMI-ANNUAL FINANCIAL REPORT

In accordance with University of Oklahoma Board of Regents' policy (8.11.7), presented herewith is the Regents' Fund semi-annual financial report as of June 30, 1995, and for the two years then ended. Highlights are summarized below:

I. Book Value

During the two years ended June 30, 1995 and 1994, the net book value of the Regents' Fund increased \$1,042,829 and \$921,737, respectively. These increases resulted primarily from cash gifts and investment earnings exceeding related expenditures as more fully summarized below.

	For the Years Ended	
	<u>June 30, 1995</u>	<u>June 30, 1994</u>
ADDITIONS:		
Cash gifts	\$1,009,359 (1)	\$ 458,632
Investment earnings	711,277	607,035
Oil and gas royalties	17,042	20,140
Other income	6,297	3,501
Net (loss) gain on sale of investments	(3,845)	486,237
Net loss on sale of real property	<u>(54,741)</u>	<u>-</u>
Total additions	<u>\$1,685,389</u>	<u>\$1,575,545</u>
DEDUCTIONS:		
Scholarships	\$ 270,644	\$ 251,931
Departmental support (2)	268,455	304,902
Operating expenses	48,571	47,783
Investment fees	31,522	31,307
Loan administrative/collection costs	21,568	3,268
Loan cancellations and allowances	<u>1,800</u>	<u>14,617</u>
Total deductions	<u>\$ 642,560</u>	<u>\$ 653,808</u>
Net increase in book value	<u>\$1,042,829</u>	<u>\$ 921,737</u>

(1) Current year cash gifts consists of the following:

- PPP funds received from the Health Sciences Center for the Presbyterian Health Foundation Chair in Pathology \$ 274,647

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• PPP funds received from the Health Sciences Center for the Endowed Chair in Orthodontics	250,000
• A bequest from the Estate of Dorothy P. Mayes to establish the David A. Burr Scholarship Fund	148,500
• PPP funds received from the Health Sciences Center for the William E. Brown Professorship in Dentistry	125,000
• A gift from the Donald E. Hall Trust to establish an endowment fund to provide scholarship support	106,000
• A gift from the Sonat Foundation to establish an endowment fund for scholarships to junior and senior students studying Petroleum or Geological Engineering	50,000
• PPP funds received from the Health Sciences Center to establish the Orthopaedic Surgery Annual Lectureship	20,000
• Indian headright interests for the Lt. William J. Scott scholarship fund	10,506
• A gift from the College of Medicine Alumni Association for the benefit of the Immunology Endowment Fund	8,000
• A gift from Atlantic Richfield to establish the Summerfield Camp Scholarship Fund	5,000
• A gift from the Big 8 Conference made possible by the Phillips Title Sponsorship for scholarships	3,000
• A gift from the Milton V. Brown Foundation for the President's Academic Support Fund	2,500
• A bequest from the Estate of Earl T. Sullenger for the purpose of establishing a student loan fund	2,000
• A gift from Chevrolet for the Most Valuable Players from the OU-Nebraska game held on November 25, 1994	2,000
• A gift from the American Hispanic Student Association to the OU General Scholarship Fund	900
• A gift from J.C. Penney to match previous gifts given by employees	741
• A gift from an OU alumnus to establish the OU Associates fund	500

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• A gift honoring the player of the game from the OU vs. KU basketball game	<u>65</u>
Total	<u>\$1,009,359</u>

(2) Departmental support consists of the following:

	<u>FY 1995</u>	<u>FY 1994</u>
Endowed chair support	\$107,533	\$121,531
School of Music - Concert organ	100,000	
HSC landscaping cost reimbursement	17,828	
Salary support	14,669	9,509
Lectureships	12,322	5,470
Equipment	7,232	15,692
Travel	4,855	17,519
Federal program loan match	3,157	8,467
Land sale costs	431	697
Music Library support	428	4,284
Capital Improvements (Catlett Music Center)	-	121,523
Seminars	<u>-</u>	<u>210</u>
Total departmental support	<u>\$268,455</u>	<u>\$304,902</u>

II. Market Value

Cash and investments held by the Regents' Fund at June 30, 1995, had a market value of \$20,380,329, up \$2,550,112 (14.30%) from June 30, 1994. This increase is due primarily to cash gifts and market fluctuations exceeding related expenditures. The investment portfolio consisted of:

<u>Description</u>	<u>CIF</u>	<u>% of Total</u>	<u>STIF</u>	<u>% Of Total</u>	<u>Total Fund</u>	<u>% of Total</u>
Cash and equivalents	\$ 1,407,405	9.2%	\$ 433,860	9.7%	\$ 1,842,167	9.0%
Certificates of deposit	-	-	4,039,228	90.3%	4,039,228	19.8%
Fixed income obligations	3,492,020	2.8%	-	-	3,492,020	17.1%
Common stocks	10,423,987	68.0%	-	-	10,660,088	52.3%
Real estate	-	-	-	-	346,800	1.7%
Other investments	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>26</u>	<u>0.0%</u>
	<u>\$15,323,412</u>	<u>100.0%</u>	<u>\$4,473,088</u>	<u>100.0%</u>	<u>\$20,380,329</u>	<u>100.0%</u>

III. Consolidated Investment Fund Performance Analysis

- At June 30, 1995, the Consolidated Investment Fund (CIF) consisted of 750,109.832 units with a market value of approximately \$20.43 per unit, up \$2.32 (12.81%) from June 30, 1994. At June 30, 1995, the Short Term Investment Fund (STIF) consisted of 447,308.769 units with a market value of \$10.00 per unit.

- As indicated on the comparative schedule, the total return on the CIF for the year ended June 30, 1995 was 17.08%, trailing the weighted index of 22.98% by 590 basis points. The common stock return (18.73%) for the year ended June 30, 1995 trailed the common stock composite (27.60%) by 887 basis points.
- As indicated on the comparative schedule, the total return on the CIF for the five years ended June 30, 1995 was 8.91%, trailing the weighted index of 11.56% by 265 basis points.

The June 30, 1995 J. & W. Seligman & Co. report provides a summary of the CIF investment portfolio and detail of the investments managed by the Regents' investment advisor and was distributed to the Regents with the agenda.

In addition to the Regents' Fund endowments, the University's endowment includes funds held on its behalf by The University of Oklahoma Foundation and the Oklahoma State Regents for Higher Education. As of June 30, 1995, these endowments had a market value of \$229,613,665. A summary of these funds is attached hereto as Exhibit D.

The Regents' Fund semi-annual Financial Report as of June 30, 1995 and for the two years then ended was presented for information and discussion only. No action was required.

MEETING DATES FOR 1996

Dates for Board of Regents' regular meetings during 1996 are proposed as follows:

January 10-11 - Wednesday and Thursday
March 5-6 -- Tuesday and Wednesday - in Elk City
April 24-25 -- Wednesday and Thursday
June 19-20 -- Wednesday and Thursday
July 21-22 -- Sunday and Monday (Retreat)
September 11-12 -- Wednesday and Thursday
October 23-24 -- Wednesday and Thursday
December 4-5 -- Wednesday and Thursday

Regent Hall moved approval of the meeting dates for 1996 as presented. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, and Siegfried. Regent Halverstadt was out of the room at the time of this vote. The Chair declared the motion unanimously approved.

STUDENT CODE REVISION

This revision highlights racial harassment as a violation of the Student Code and was passed unanimously by the Student Code Revision Committee and approved by the UOSA legislative branch as per Title 18 of the Student Code. Discussions with the Office of Civil Rights prompted placement of this revision under a separate number.

TITLE 16.27

CURRENT READING:

None

PROPOSED READING:

Title 16.27 Racial harassment is subjecting students to differential treatment on the basis of race without a legitimate, non-discriminatory reason. When harassment is primarily racial in nature, the provisions of the Racial and Ethnic Harassment Policy shall apply.

RATIONALE:

Discussions with members of the American Indian community at the University surfaced their concern that racial harassment is not specifically listed in the Student Code and should be noted to make the student population aware of this. In addition, there is a concern about who may initiate charges of racial harassment; specifically whether the University, through the Affirmative Action Office, can act on its own to pursue allegations. The sub-text of the present Racial and Ethnic Harassment Policy allows this, but it is not restated in the main body. The Affirmative Action Officer has agreed to move this statement of authority to act to a more prominent and visible area of the policy. Finally, to preserve the wider jurisdiction and range of sanctions, the resolution of these complaints remains with the Racial and Ethnic Harassment Policy.

President Boren recommended the Board of Regents approve the revision of The University of Oklahoma Student Code of Responsibilities and Conduct for the Norman Campus to add Title 16.27.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

SCHEDULING OF NON-CONFERENCE FOOTBALL GAMES

Athletic Director Duncan has recommended scheduling football games with the following schools. The institutions have agreed upon the year and the site. The specific dates and times are contingent on factors which have not been finalized.

<u>Opponent</u>	<u>Year</u>	<u>Site</u>
University of California	1997	Berkeley
University of Louisville	1997	Norman
University of California	1998	Norman
University of Louisville	1999	Louisville

President Boren recommended the Board of Regents approve scheduling the non-conference football games shown above.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

REVISIONS TO DISCRIMINATION AND HARASSMENT POLICIES AND PROCEDURES

Recently representatives from Legal Counsel, Student Affairs and the Equal Opportunity/Affirmative Action Office met with representatives from the U. S. Department of Education's Office for Civil Rights (OCR).

OCR recommended the University revise its current Racial and Ethnic Harassment Policy in a manner, for students, specifically establishing racial/ethnic harassment as a violation of the student code of conduct and establishing the commensurate remedies and corrective actions. OCR advised the University that, in revising its current racial and ethnic harassment policy and student code of conduct, it should carefully craft the language so as not to be interpreted as a possible violation of the First Amendment.

University officials drafted the revisions of the Racial and Ethnic Harassment Policy and Student Code of Conduct in cooperation with OCR. In the cooperative effort, the University incorporated OCR's recommendations in the draft proposal and submitted it to OCR for its review. OCR staff in the Dallas regional office with assistance from OCR staff in Washington D.C., reviewed the final draft and informed the University that the revised policy addressed its concerns appropriately. OCR also informed the University that, if accepted, the revised policy would probably be used by OCR as a model or example for other post-secondary institutions in need of assistance to use in the development or revision of their racial and ethnic harassment policies.

The Equal Opportunity/Affirmative Action Office has reviewed all policies and grievance procedures related to discrimination and harassment. We are proposing: that all discrimination and harassment grievance procedures be collapsed into a single procedure; that the policies reflect this change; and development of one discrimination policy for faculty, staff and students. Currently, the University has the following policies and grievance procedures:

- Faculty Discrimination Procedure (Other Than Sexual or Racial/Ethnic Harassment)
- Staff Discrimination Grievance Procedure
- Student Discrimination Procedure
- Sexual Harassment Policy and Grievance Procedure
- Consensual Sexual Relationships Policy
- Racial and Ethnic Harassment Policy
- Procedure for Racial and Ethnic Harassment Complaints Against Employees
- Procedure for Racial and Ethnic Harassment Complaints Against Students

The policies and procedures are not uniform in their requirements and are confusing to faculty, staff and students. For example, the various grievance procedures have different time limits for filing a complaint and different appeal procedures. Most complaints of discrimination are investigated by the EO/AA office, but student complaints filed against students are currently investigated by Student Affairs.

One hearing body for the Norman Campus Faculty Senate was recently established to hear all faculty grievances. This change served as the impetus for us to develop one grievance procedure for all discrimination and harassment complaints.

Faculty, staff and student groups on both campuses have had opportunity to provide input, as did the Provosts, Vice President for Student Affairs/Vice Provost for Educational Services, Personnel Services and Legal Counsel.

The following policies (additions are underlined and deletions are lined through), were presented for the Regents' consideration:

RACIAL AND ETHNIC HARASSMENT POLICY

I. Introduction

~~The University of Oklahoma stands fully committed to a multicultural, multiethnic and multi-racial university. Diversity is one of the strengths of our society and one of the hallmarks of a great university. Promoting dignity and respect among all members of the University community is a responsibility each of us must share. Acts of racial and ethnic harassment are repugnant to the University's commitments and will not be tolerated. While the University embraces the principles of free speech guaranteed by the First Amendment to the United States Constitution, it abhors the deliberate abuse of this freedom by those who would provoke hatred and violence based on race and ethnicity.~~

Diversity is one of the strengths of our society as well as one of the hallmarks of a great university. The University of Oklahoma supports diversity and therefore is committed to maintaining employment and educational settings which are multicultural, multi-ethnic and multi-racial. Respecting cultural differences and promoting dignity among all members of the University community are responsibilities each of us must share.

Racial and ethnic harassment is a growing concern across American college campuses. It has taken various forms, from criminal acts (assault and battery, vandalism, destruction of property) to anonymous, malicious intimidation, ~~and is most often directed toward persons whose race and ethnicity is readily identifiable. While principles of academic freedom and freedom of speech require tolerance of some offensive ideas and opinions, racial and ethnic harassment cannot and will not be permitted at The University of Oklahoma. The University's policy against racial and ethnic harassment will be vigorously enforced.~~ In employment, racial/ethnic harassment is race discrimination which interferes with an employee's ability to perform his or her duties or creates a hostile or intimidating work environment, prohibited by law under Title VII of the Civil Rights Act of 1964. In the educational context, racial/ethnic harassment is race discrimination which interferes with the students' opportunities to enjoy the educational program offered by the University, prohibited by law under Title VI of the Civil Rights Act of 1964.

II. Policy Statement

~~It is the policy of The University of Oklahoma that racial and ethnic harassment shall be prohibited and is subject to disciplinary action as set forth in this policy. Racial and ethnic harassment is defined as:~~

- 1- ~~Behavior or conduct addressed directly to individual(s) related to the victim's race, religion, ethnicity, or national origin that threatens violence, or property damage, or that incites or is likely to incite imminent lawless action; or~~

2. ~~"Fighting words" such as racial and ethnic epithets, slurs, and insults directed at an individual(s) with the intent to inflict harm or injury or that would reasonably tend to incite an immediate breach of the peace; or~~
3. ~~Slander, libel, or obscene speech based on race, religion, ethnicity, or national origin.~~

Principles of academic freedom and freedom of expression require tolerance of the expression of ideas and opinions which may be offensive to some, and the University respects and upholds these principles. The University also adheres to the laws prohibiting discrimination in employment and education. The University recognizes that conduct which constitutes racial/ethnic harassment in employment or educational programs and activities shall be prohibited and is subject to remedial or corrective action as set forth in this policy. This policy is premised on the University's obligation to provide a nondiscriminatory environment which is conducive to employment and learning. The University will vigorously exercise its authority to protect employees and students from harassment by agents or employees of the University, students, and visitors or guests. Specifically,

1. Agents of employees of the University, acting within the scope of their official duties, shall not treat an individual differently on the basis of race, color, or national origin in the context of an employment or educational program or activity without a legitimate nondiscriminatory reason, so as to interfere with or limit the ability of the individual to participate in or benefit from the services, activities, or privileges provided by the University; and,
2. The University shall not subject an individual to different treatment on the basis of race by effectively causing, encouraging, accepting, tolerating or failing to correct a racially hostile environment of which it has notice.

III. Sanctions Remedies or Corrective Actions

Violations of this policy may shall result in disciplinary corrective action(s) or remedy(ies) designed to reestablish an employment or educational environment which is conducive to work or learning taken by the appropriate authority. Sanctions Corrective actions or remedies will include disciplinary action directed by the executive officer having responsibility for the offender, where appropriate. Remedies or corrective actions will be tailored to redress the specific problem and may range from apologies, mandatory attendance at specific training programs, reprimands, to suspension, demotion, to expulsion or termination. Sanctions Remedies or corrective actions shall be based upon the facts and circumstances of each case and shall be in accordance with the terms and guidelines of the applicable campus complaint grievance procedures.

Violations of this policy by students will be considered as violations of the Student Code and subject student offenders to the remedy(ies) and corrective action(s) provided by the Code.

IV. Administrative Action

1. The University recognizes its obligation to address incidents of racial/ethnic harassment on campus when it becomes aware of their existence even if no complaints are filed, therefore, the University reserves the right to take appropriate action unilaterally under this policy.

2. With respect to students, the Vice President for Student Affairs/Vice Provost for Educational Services or other appropriate persons in authority may take immediate administrative or disciplinary action which is deemed necessary for the welfare or safety of the University Community. Any student so affected must be granted due process including a proper hearing. Any hearing involving disciplinary suspension or expulsion shall be conducted by a campus disciplinary council in accordance with Title 13, Section 1.2. of the Student Code. Lesser administrative or disciplinary action may be appealed to the Vice President for Student Affairs/Vice Provost for Educational Services. Such requests must be in writing and filed within seven calendar days following summary action. The Vice President for Student Affairs/Vice Provost for Educational Services will issue a written determination to the student within three working days following the date the request is received.
3. With respect to employees, upon a determination at any stage in the investigation or grievance procedure that the continued performance of either party's regular duties or University responsibilities would be inappropriate, the proper executive officer may suspend or reassign said duties or responsibilities or place the individual on leave of absence pending the completion of the investigation or grievance procedure.

IV. Retaliation

Threats or other forms of intimidation or retaliation against complaining witnesses, other witnesses, any reviewing officer, or any review panel shall constitute a separate violation of this policy which may be subject to direct administrative action.

VI. Complaint Process

~~This policy is in addition to other current University policies concerning discrimination, and~~ The complaint procedures delineated herein applies to all students, faculty, staff, guests, or visitors. Complaints alleging violation of the racial and ethnic harassment policy will be reviewed and investigated by the appropriate University office. Complaints may be resolved informally or may proceed through the applicable formal complaint proceedings. Complaints may be filed in the following manner:

1. Complaints against students or student organizations shall be filed with the Affirmative Action Office (AAO) for review and investigation. The AAO, or its designee, may assist in the informal resolution of the complaint or in processing a complaint through the applicable campus procedures.
2. Complaints against faculty or staff shall be filed with the Affirmative Action Office. The AAO or its designee may assist in the informal resolution of the complaint or in processing a complaint through the applicable campus procedures for faculty and staff.
3. Complaints against contractors working on university premises shall be filed with the Affirmative Action Office. The AAO or its designee may assist in the informal resolution of the complaint or in processing a complaint through the applicable campus procedures for faculty, staff and students.
- ~~3.~~4. Complaints against visitors or guests should be directed to the University police office on the campus where the incident occurred. The campus police will forward informational copies of all reports and inquiries dealing with discrimination, harassment or hate crimes to the AAO.

VII. ~~Preparation and Dissemination of Information~~ Responsible Official

The Affirmative Action Officer is charged with distributing copies of this Policy to all current members of the University community the responsibility for administering this policy. The Affirmative Action Office will serve as a repository for all records of complaints, investigative reports, and remedies/corrective actions in connection with this policy. The Affirmative Action Officer is the overall coordinator of all University Activities dealing with discrimination in employment or education.

To contact the Affirmative Action Office:

Norman Campus
Room 102, Evans Hall
325-3546

Health Science Center Campus
Room 111, Library Building
271-2110

**GRIEVANCE PROCEDURE
FOR COMPLAINTS BASED UPON
DISCRIMINATION, SEXUAL HARASSMENT, CONSENSUAL SEXUAL
RELATIONSHIPS OR
RACIAL AND ETHNIC HARASSMENT**

A. Who May Use Procedure

The grievance procedure embodied herein shall be available to any person who, at the time of the acts complained of, was employed by, or was enrolled as a student at The University of Oklahoma.

B. Filing of Complaint

Persons who have complaints alleging discrimination based upon race, color, national origin, sex, age, religion, disability or status as a veteran or complaints alleging sexual harassment, consensual sexual relationships or racial and ethnic harassment may file them in writing with the Affirmative Action Officer or with their department head/chair, academic dean, or administrative supervisor. These individuals and the Affirmative Action officer or the Affirmative Action Officer's designee are referred to as "Administrator."

Complainants who exercise their right to use this procedure agree to accept its conditions as outlined. Where multiple issues exist, (i.e. sexual harassment and violation of due process or grade appeal), the complainant must specify all of the grounds of the grievance of which the complainant should have reasonably known at the time of filing. A grievance filed under this procedure may normally not be filed under any other University grievance procedure. Depending on the nature of the issues involved, the complainant will be advised by the AAO or his /her designee about the appropriate procedure(s) to utilize.

C. Timing of Complaint

Any complaint must be filed with the Affirmative Action Officer or other appropriate administrator within 180 calendar days of the act of alleged discrimination or harassment. All other time periods may be reasonably extended by the administrator.

D. Administrative Action

1. The University recognizes its obligation to address incidents of discrimination and harassment on campus when it becomes aware of their existence even if no complaints are filed, the University reserves the right to take appropriate action unilaterally under this procedure.
2. With respect to students, the Vice President for Student Affairs/Vice Provost for Educational Services or other appropriate persons in authority may take immediate administrative or disciplinary action which is deemed necessary for the welfare or safety of the University Community. Any student so affected must be granted due process including a proper hearing. Any hearing involving disciplinary suspension or expulsion shall be conducted by a campus disciplinary council in accordance with Title 13, Section 1.2. of the Student Code. Lesser administrative or disciplinary action may be appealed to the Vice President for Student Affairs/Vice Provost for Educational Services. Such requests must be in writing and filed within seven calendar days following the summary action. The Vice President for Student Affairs/Vice Provost for Educational Services will issue a written determination to the student within three working days following the date the request is received.
3. With respect to employees, upon a determination at any stage in the investigation or grievance procedure that the continued performance of either party's regular duties or University responsibilities would be inappropriate, the proper executive officer may suspend or reassign said duties or responsibilities or place the Individual on leave of absence pending the completion of the investigation or grievance procedure.

E. Withdrawal of Complaint

The complainant may withdraw the complaint at any point during the investigation or prior to the adjournment of a formal hearing.

F. Confidentiality of Proceedings and Records

Investigators and members of the Hearing Panel are individually charged to preserve confidentiality with respect to any matter investigated or heard. A breach of the duty to preserve confidentiality is considered a serious offense and will subject the offender to appropriate disciplinary action. Parties and witnesses also are admonished to maintain confidentiality with regard to these proceedings.

All records, involving discrimination or harassment, upon disposition of a complaint, shall be transmitted to and maintained by the Affirmative Action Officer as confidential records except to the extent disclosure is required by law. This includes records of complaints handled by administrators.

G. Proceedings

1. Investigation

Upon receipt of a complaint, the Affirmative Action Officer or other appropriate administrator is empowered to investigate the charge, to interview the parties and others, and to gather any pertinent evidence. The investigation should be completed

within 60 calendar days of receipt of the complaint, or as soon as practical. If a time period is extended for more than 10 calendar days, the Affirmative Action Officer will provide written or oral notice of reason for extension to all parties involved. The investigator shall prepare a record of the investigation.

In arriving at a determination of a policy violation, at any stage of the proceedings, the evidence as a whole and the totality of the circumstances and the context in which the alleged incident(s) occurred shall be considered. The determination will be made from the facts on a case by case basis.

Upon completion of the investigation the Affirmative Action Officer or other administrator is authorized to take the following actions:

a. Satisfactory Resolution

Resolve the matter to the satisfaction of the University and both the complainant and the respondent. If a resolution satisfactory to the University and both parties is reached through the efforts of the Affirmative Action Officer or other administrator, the administrator shall prepare a written statement indicating the resolution. At that time the investigation and the record thereof shall be closed.

b. Dismissal

Find that no policy violation occurred and dismiss the complaint, giving written notice of said dismissal to each party involved. Within 15 calendar days of the date of the notice of dismissal, the complainant may appeal said dismissal in writing to the Affirmative Action Officer by requesting a hearing according to the provisions of Section G.2. If no appeal is filed within the 15 calendar day period, the case is considered closed.

c. Determination of Impropriety

- (1) Make a finding of impropriety and notify the parties of the action to be taken. Either party has the right to appeal said determination in writing within 15 calendar days of the date of the notice of determination to the Affirmative Action Officer by requesting a hearing according to the provisions of Section G.2. If no appeal is filed within the 15 calendar day period, the case is considered closed.
- (2) In the case of a complaint against a faculty member, the administrative investigator may determine that the evidence is sufficiently clear and serious so as to warrant the immediate commencement of formal proceedings as provided in the Abrogation of Tenure, Dismissal Before Expiration of a Term Appointment, and Severe Sanctions sections of the Faculty Handbook. If the President concurs with the administrator's finding, the case may be removed at the option of the accused from the grievance proceedings contained herein and further action in the case shall be governed by the Abrogation of Tenure, Dismissal Before Expiration of a Term Appointment, and Severe Sanctions section in the Faculty Handbook. Otherwise, this policy and procedure shall apply.

2. Hearing

a. Request for a Hearing

- (1) Appeals and complaints unresolved following an investigation may result in a hearing before a hearing panel selected from the membership of the Committee on Discrimination and Harassment as described below. For the Norman campus, faculty versus faculty grievances with multiple issues are heard by the Faculty Appeals Board. The request for a hearing is to be addressed to the Affirmative Action Officer.
- (2) The request for a hearing must contain the particular facts upon which the policy violation allegation is based as well as the identity of the appropriate respondent(s). A copy of the request shall be given to the proper respondent(s) by the Affirmative Action Officer.
- (3) Written response to the request for a formal hearing must be sent to the Affirmative Action Officer within 10 calendar days of receiving notice that a formal hearing has been requested. A copy of the response shall be given to the party requesting the hearing.

b. Selection of a Hearing Panel

Within 10 calendar days following receipt of the written request for a hearing, the Affirmative Action Officer shall initiate the process to determine the members of the Hearing Panel who are to conduct a hearing.

A five-member hearing panel will be chosen by the parties to the complaint from: on the Health Sciences Center, the twenty-four (24) member Committee on Discrimination and Harassment; and on the Norman Campus, from the sixteen (16) member Committee on Discrimination and/or the fifty (50) member Faculty Appeals Board. A Committee on Discrimination and Harassment shall be established on each campus and composed of: on the Health Sciences Center, eight (8) staff members, eight (8) students, and eight (8) faculty members; and on the Norman Campus, eight (8) staff members and eight (8) student members, with faculty representation being selected from the Faculty Appeals Board. On the Norman Campus, five (5) staff will be appointed by the Staff Senate and five (5) students will be appointed by UOSA; the President will appoint three (3) staff and three (3) students. At the Health Sciences Center, eight (8) faculty will be appointed by the Faculty Senate, eight (8) staff members will be appointed by the Employee Liaison Council, and eight (8) students by the Student Government Association. The terms of appointment shall be for three (3) years with initial terms of 1, 2, and 3 years in each category to provide the staggered membership, except that each student shall be appointed for a one year term. The selection process shall be in the following manner: the complainant and the respondent alternately select two names each from the pool. Those selected choose a fifth name from the pool to serve as chair. If the four panelists cannot agree on the fifth, the names of the five additional Committee members will be drawn by lottery. Each panelist will strike one name off the list of five names. The remaining person shall be the fifth panelist. Either party to the complaint may

ask the Affirmative Action Officer to disqualify any member of the Hearing Panel upon a showing of cause. Furthermore, no panelist shall be expected to serve if he/she feels that a conflict of interest exists. Replacements shall be selected in the same manner as the original panel.

c. Pre-Hearing Conference

Within 10 calendar days of receiving notification, or as soon as practical, the Chair shall convene the Hearing Panel for an informal discussion of the grievance and a decision as to whether there exist adequate grounds for a hearing. The parties involved and the Affirmative Action Officer shall be present during the informal discussion. Prior to the informal discussion, the Affirmative Action Officer shall conduct an orientation. Each panel member shall be given a copy of the written complaint, the request for a hearing, and the written response. No witnesses or evidence will be heard.

At all meetings, each party may be accompanied by an adviser. In the event that a party chooses to be advised by an attorney he/she may do so at his/her expense. If an adviser is used, the name of the person so assisting must be furnished to the Panel and the other party 10 calendar days in advance of the pre-hearing conference. Advisers may advise their clients at the pre-hearing conference but may not directly address the Hearing Panel.

If the Panel decides at its pre-hearing conference that there is no basis for a hearing, it shall report the determination in writing to the proper Executive Officer with a copy to the President and the Affirmative Action Officer. The Executive Officer shall render his or her decision on the matter in writing to each of the parties involved in the informal proceedings.

d. Hearing Guidelines

The panel shall be convened by the Affirmative Action Officer for further orientation prior to the formal hearing. Each panel member shall be given a copy of the Hearing Guidelines.

The hearing panel procedures in conducting a hearing shall be established with reference to the Hearing Guidelines and shall provide that the parties may present all of the evidence that they consider germane to the determination. Further, the parties may call witnesses to testify and may cross-examine witnesses called by the other party. The hearing shall be closed unless all principals in the case agree to an open hearing. Audio tape recordings of the proceedings shall be arranged by the Chair of the Hearing Panel and paid for by the University. Transcripts may be charged to the requesting party.

After the pre-hearing conference, if a party wishes to have an adviser present at any stage of the hearing he/she must notify the Hearing Panel Chair and other party(ies) that an adviser has been retained at least 10 calendar days in advance of the scheduled hearing. Advisers may advise their clients at the hearing but may not directly address the Hearing Panel or witnesses, except as required for student disciplinary hearings leading to suspension or expulsion.

The Chair of the Hearing Panel shall notify the parties of the date, time and location of the hearing. Parties are responsible for giving such notice to their witnesses. The hearing shall be scheduled to reasonably ensure that the complainant, respondent, and essential witnesses are able to participate.

Upon request Legal Counsel may serve as an adviser to the Hearing Panel.

e. Satisfactory Resolution Prior to Hearing Completion

In the event the matter is resolved to the satisfaction of all parties prior to completion of the hearing, a written statement shall indicate the agreement recommended by the parties and shall be signed and dated by each party and by the Chair of the Hearing Panel. The recommendation will be referred to the appropriate Executive Officer for final determination.

f. Panel's Findings and Recommendations

In the event that no solution satisfactory to the parties is reached prior to the completion of the hearing, the Panel shall make its findings and recommendations known to the proper Executive Officer, with copies to the President of the University and the Affirmative Action Officer. The Panel's report, with its findings and recommendations, shall be prepared and properly transmitted within seven (7) calendar days after conclusion of the hearing.

g. Executive Officer's Decision

Within 15 calendar days of receipt of the Hearing Panel's findings and recommendations, the proper Executive Officer shall inform the complainant and the respondent of the findings of the Hearing Panel and the Officer's decision. A copy of the Officer's decision shall be transmitted to the Chair of the Hearing Panel, with copies to the President of the University and the Affirmative Action Officer. In a case investigated initially by an administrator, the administrator also shall be informed of the Officer's decision. In the event the allegations are not substantiated, reasonable steps in consultation with the accused may be taken to restore that person's reputation.

h. Appeal to the President

The Executive Officer's decision may be appealed to the President within 15 calendar days of being notified of prospective action or of action taken, whichever is earlier. If the President does not act to change the decision of the Executive Officer within 15 calendar days of receiving the appeal, the decision of the Executive Officer shall become final under the executive authority of the President.

To contact the Affirmative Action Office:

Norman Campus
Room 102, Evans Hall
325-3546

Health Sciences Center Campus
Room 111, Library Building
271-2110

DISCRIMINATION POLICY
(OTHER THAN SEXUAL OR RACIAL/ETHNIC HARASSMENT)

The University has a policy of internal adjudication in matters relating to alleged discrimination. Any faculty member, staff member, or student, including those on temporary or part-time status, who believes that he or she has been discriminated against because of race, color, national origin, sex, age, religion, disability or status as a veteran should file a complaint under the Grievance Procedure for Complaints Based Upon Discrimination, Sexual Harassment, Consensual Sexual Relationships or Racial and Ethnic Harassment.

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SEXUAL HARASSMENT POLICY

A. Statement

The University of Oklahoma explicitly condemns sexual harassment of students, staff, and faculty. Sexual Harassment is unlawful and may subject those who engage in it to University sanctions as well as civil and criminal penalties.

Since some members of the University community hold positions of authority that may involve the legitimate exercise of power over others, it is their responsibility to be sensitive to that power. Faculty and supervisors in particular, in their relationships with students and subordinates, need to be aware of potential conflicts of interest and the possible compromise of their evaluative capacity. Because there is an inherent power difference in these relationships, the potential exists for the less powerful person to perceive a coercive element in suggestions regarding activities outside those appropriate to the professional relationship. It is the responsibility of faculty and staff to behave in such a manner that their words or actions cannot reasonably be perceived as sexually coercive, abusive, or exploitive. Sexual harassment also can involve relationships among equals as when repeated advances, demeaning verbal behavior, or offensive physical contact interfere with an individual's ability to work and study productively.

The University is committed to providing an environment of study and work free from sexual harassment and to insuring the accessibility of appropriate grievance procedures for addressing all complaints regarding sexual harassment. The University reserves the right, however, to deal administratively with sexual harassment issues whenever becoming aware of their existence. Records of all complaints, except for hearings before the Faculty Appeals Board, shall be transmitted to and maintained by the Affirmative Action Officer as confidential records.

B. Definition of Sexual Harassment

Sexual harassment shall be defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature in the following context:

1. when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing, or

2. when submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual, or
3. when such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or academic environment.

C. Examples of Prohibited Conduct

Conduct prohibited by this policy may include, but is not limited to:

Unwelcome sexual flirtation; advances or propositions for sexual activity.

Continued or repeated verbal abuse of a sexual nature, such as suggestive comments and sexually explicit jokes.

Sexually degrading language to describe an individual.

Remarks of a sexual nature to describe a persons body or clothing.

Display of sexually demeaning objects or pictures.

Offensive physical contact, such as unwelcome touching, pinching, brushing the body.

Coerced sexual intercourse.

Sexual assault.

Actions indicating that benefits will be gained or lost based on response to a sexual advances.

D. Retaliation

Any attempt to penalize or retaliate against a person for filing a complaint or participating in the investigation of a complaint of sexual harassment will be treated as a separate and distinct violation of University Policy.

E. Sanctions

Appropriate disciplinary action may include a range of actions up to and including dismissal.

F. Complaint Procedure

Complaints alleging a violation of the Sexual Harassment Policy shall be handled in accordance with the Grievance Procedure For Complaints Based Upon Discrimination, Sexual Harassment, Consensual Sexual Relationships Or Racial and Ethnic Harassment.

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CONSENSUAL SEXUAL RELATIONSHIPS POLICY

Rationale

The University's educational mission is promoted by professionalism in faculty-student relationships. Professionalism is fostered by an atmosphere of mutual trust and respect. Actions of faculty members and students that harm this atmosphere undermine professionalism and hinder fulfillment of the University's educational mission. Trust and respect are diminished when those in positions of authority abuse, or appear to abuse, their power. Those who abuse, or appear to abuse, their power in such a context violate their duty to the University community.

Faculty members exercise power over students, whether in giving them praise or criticism, evaluating them, making recommendations for further studies or their future employment, or conferring any other benefits on them. Amorous relationships between faculty members and students are wrong when the faculty member has professional responsibility for the student. Such situations greatly increase the chances that the faculty member will abuse his or her power and sexually exploit the student. Voluntary consent by the student in such a relationship is suspect, given the fundamentally asymmetric nature of the relationship. Moreover, other students and faculty may be affected by such unprofessional behavior because it places the faculty member in a position to favor or advance one student's interest at the expense of others and implicitly makes obtaining benefits contingent on amorous or sexual favors. Therefore, the University will view it as unethical if faculty members engage in amorous relations with students enrolled in their classes or subject to their supervision, even when both parties appear to have consented to the relationship.

As with faculty, staff may also be in a position to exert authority and control over students. Staff, too, must be conscious of the potential for abuse of power inherent in their relationships with students. Students rely on staff for assistance and guidance in dealing with issues such as scheduling of classes, financial aid, tutoring, housing, meals, employment, educational programs, social activities, and many other aspects of University life. Those who deal with students are expected to provide them with support and positive reinforcement. Staff who would deal with students in a sexual manner abuse, or appear to abuse, their power and violate their duty to the University community.

Definitions

As used in this policy, the terms "faculty" or "faculty member" mean all those who teach at the University, and include graduate students with teaching responsibilities and other instructional personnel. The terms "staff" or "staff members" mean all employees who are not faculty, and include academic and non-academic administrators as well as supervisory personnel. The term "consensual sexual relationship" may include amorous or romantic relationships, and is intended to indicate conduct which goes beyond what a person of ordinary sensibilities would believe to be a collegial or professional relationship.

Policy

A. Faculty/Student Relationships

1. Within the Instructional Context

It is considered a serious breach of professional ethics for a member of the faculty to initiate or acquiesce in a sexual relationship with a student who is enrolled in a course being taught by the faculty member or whose academic work (including work as a teaching assistant) is being supervised by the faculty member.

2. Outside the Instructional Context

Sexual relationships between faculty members and students occurring outside the instructional context may lead to difficulties. Particularly when the faculty member and student are in the same academic unit or in units that are academically allied, relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations the faculty member may face serious conflicts of interest and should be careful to distance himself or herself from any decisions that may reward or penalize the student involved. A faculty member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the faculty member has or has had an amorous relationship will be deemed to have violated his or her ethical obligation to the student, to other students, to colleagues, and to the University.

B. Staff/Student Relationships

Consensual sexual relationships between staff and students are prohibited in cases where the staff member has authority or control over the student. A staff member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the staff member has or has had an amorous relationship will be deemed to have violated his or her ethical obligation to the student, to other students, to colleagues, and to the University.

Complaint Procedure

Complaints alleging a violation of the Consensual Sexual Relationships Policy shall be handled in accordance with the ~~grievance procedures established for complaints under the University's Sexual Harassment Policy.~~ Grievance Procedure For Complaints Based Upon Discrimination, Sexual Harassment, Consensual Sexual Relationships Or Racial and Ethnic Harassment.

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President Boren recommended the Board of Regents approve the following:

- Revisions to the racial and ethnic harassment policy to include recommendations from the U.S. Department of Education's Office for Civil Rights and the addition of a section entitled, "Administrative Action," at the request of members of the American Indian community.

- Development of one grievance procedure for all discrimination and harassment complaints.
- Development of one discrimination policy for faculty, staff and students.
- Revisions to sexual harassment policy, consensual sexual relationships policy and the racial/ethnic harassment policy to reflect the use of one grievance procedure.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

**ACADEMIC PERSONNEL ACTIONS
ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS
LITIGATION
DIRECTOR OF GOLF**

Regent Hall moved the Board meet in executive session for the purpose of discussing personnel issues as listed above and the status of pending litigation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved. The executive session began at 9:50 a.m. in the small Board Room.

The meeting reconvened in regular session at 11:50 a.m. with the same Regents present.

ACADEMIC PERSONNEL ACTIONS

Health Sciences Center:

Appointments or Reappointments:

Cheryl Blalock Aspy, Ph.D., Associate Professor of Family Medicine, annual rate of \$56,000 for 12 months (\$4,666.67 per month), August 1, 1995 through June 30, 1996. Paid from 2218-2, Family Medicine, pos. 180800.

Kyung Lee, reappointed Associate Professor of Research, Department of Medicine, salary changed from annual rate of \$46,350 for 12 months (\$3,862.50 per month) to annual rate of \$47,277 for 12 months (\$3,939.75 per month), July 1, 1995 through June 30, 1996. Omitted from 1995-96 budget. Paid from 38070, Department of Medicine, pos. 150585.

Dewey Charles Scheid, M.D., Assistant Professor of Family Medicine, annual rate of \$80,000 for 12 months (\$6,666.67 per month), September 1, 1995 through June 30, 1996. Paid from A0001490, Medicine-Family Professional Account, pos. 180690.

Robert Randall Hunt, D.O., Assistant Professor of Family Medicine, Tulsa, annual rate of \$70,000 for 12 months (\$5,833.34 per month), November 1, 1995 through June 30, 1996. Paid from 28039550, TCM Family Practice, and A0003198, Family Medicine Faculty Salaries, pos. 248400.

Dimitrios T. Diamandidis, M.D., Assistant Professor of Medicine, annual rate of \$60,000 for 12 months (\$5,000.00 per month), July 1, 1995 through June 30, 1996. Paid from A0000074, PPP Medicine, pos. 141.659.

Vicki Lampley, M.D., Assistant Professor of Medicine, annual rate of \$65,000 for 12 months (\$5,416.67 per month), July 1, 1995 through June 30, 1996. Paid from A0000074, PPP Medicine, pos. 146120.

Mark Loring Harman, M.D., Assistant Professor of Obstetrics and Gynecology, Tulsa, annual rate of \$82,400 for 12 months (\$6,866.67 per month), August 1, 1995 through June 30, 1996. Paid from C6230003, St. John Medical Center-Ob/Gyn Contract for Faculty, pos. 254550.

Olutomisin M. Adesina, Clinical Assistant Professor of Pediatrics, annual rate of \$60,000 for 12 months (\$5,000.00 per month), July 1, 1995 through June 30, 1996. Paid from A0001879, PPP Pediatric Out-Patient General Pediatrics, and A0000079, PPP Pediatrics, pos. 171300.

Nancy Brahm, R.Ph., Clinical Assistant Professor of Pharmacy Practice, annual rate of \$24,000 for 12 months (\$2,000.00 per month), .50 time, July 1, 1995 through June 30, 1996. Paid from C2319102, Provide Clinical Pharmacy/Pharmacology Service, pos. 294210.

Skipper Eichorn, Pharm.D., Clinical Assistant Professor of Pharmacy Practice, annual rate of \$24,000 for 12 months (\$2,000.00 per month), .50 time, July 1, 1995 through June 30, 1996. Paid from C2319102, Provide Clinical Pharmacy/Pharmacology Service, pos. 294220.

Amy Stablein Georgulis, Pharm.D., Clinical Assistant Professor of Pharmacy Practice, annual rate of \$51,000 for 12 months (\$4,250.00 per month), August 1, 1995 through June 30, 1996. Paid from 30309570, Pharmacy Practice, pos. 293100.

Patricia Brenner Barrett, M.D., Clinical Assistant Professor of Radiological Sciences, annual rate of \$26,000 for 12 months (\$2,166.67 per month), .40 time, July 1, 1995 through June 30, 1996. Paid from A0000181, Radiology Salary Supplement, pos. 201350.

Mary Elizabeth McCarville, M.D., Clinical Assistant Professor of Radiological Sciences, annual rate of \$50,000 for 12 months (\$4,166.67 per month), August 1, 1995 through June 30, 1996. Paid from A0000181, Radiology Salary Supplement, pos. 200350.

Weyton Wing-Ho Tam, M.D., Clinical Assistant Professor of Radiological Sciences, annual rate of \$50,000 for 12 months (\$4,166.67 per month), August 14, 1995 through June 30, 1996. Paid from A0000181, Radiology Salary Supplement, pos. 201360.

Changes:

Jill Adler, Clinical Instructor in Pediatrics, salary changed from annual rate of \$53,159 for 12 months (\$4,429.92 per month), .83 time, to annual rate of \$54,000 for 12 months (\$4,500.00 per month), .90 time, August 1, 1995 through June 30, 1996. Paid from 22169620, Pediatrics, and A0000079, PPP Pediatrics, pos. 168480.

Joni K. Beck, Clinical Assistant Professor of Pharmacy Practice, salary changed from annual rate of \$47,000 for 12 months (\$3,916.67 per month) to annual rate of \$51,000 for 12 months (\$4,250.00 per month), July 1, 1995 through June 30, 1996. Increase paid by VA Medical Center, pos. 293620.

Talaat F. Bekhit, title changed from Assistant Professor to Clinical Assistant Professor of Anesthesiology, FTE changed from full time to .60 time, July 1, 1995 through June 30, 1996. Budget correction.

Mark L. Britton, title changed from Clinical Assistant Professor to Associate Professor of Pharmacy Practice, salary changed from annual rate of \$3,500 for 12 months (\$291.66 per month), .10 time, to annual rate of \$68,000 for 12 months (\$5,666.67 per month), full time, October 1, 1995 through June 30, 1996. Paid from 30309670, Pharmacy Practice, pos. 293420.

Beverly G. Bryant, title changed from Clinical Associate Professor to Associate Professor of Radiologic Technology and Clinical Coordinator, Department of Radiologic Technology, salary changed from FTE: \$47,407, annual rate of \$46,297 for 12 months (\$3,858.00 per month), PPP: \$1,110 to FTE: \$56,297, annual rate of \$46,297 for 12 months (\$3,858.00 per month), PPP: \$10,000, August 1, 1995 through June 30, 1996. Paid from 2724-6, Radiologic Technology, pos. 240200.

John C. Bundren, promoted from Assistant Professor to Associate Professor of Obstetrics and Gynecology, Tulsa, July 1, 1995.

Jon C. Calvert, Professor of Family Medicine, Tulsa; given additional title Clinical Instructor in Obstetrics and Gynecology, Tulsa, salary changed from annual rate of \$30,550 for 12 months (\$2,500.00 per month) to annual rate of \$80,000 for 12 months (\$6,666.67 per month), August 24, 1995. Returned to full-time tenured faculty status. Paid from A0003198, Family Medicine Faculty Salaries, pos. 248100.

Terence L. Carey, Clinical Associate Professor of Pediatrics, Tulsa; salary changed from without remuneration to annual rate of \$4,000 for 12 months (\$333.34 per month), .08 time, July 1, 1995 through June 30, 1996. Paid from A0020599, PPP-TMC Cystic Fibrosis Clinic, pos. 256475.

Robert E. Carson, Associate Professor and Chair of Periodontics; given additional title Chair of Oral Biology; salary changed from annual rate of \$67,073 for 12 months (\$5,589.42 per month) to annual rate of \$70,073 for 12 months (\$5,839.42 per month), September 1, 1995 through June 30, 1996. Includes \$3,000 per year administrative supplement as Chair of Oral Biology. Paid from 1034-3, Dentistry-Oral Biology, pos. 029300.

Nurtan A. Esmen, Professor of Occupational and Environmental Health, changed from tenure track to tenured faculty, July 1, 1995.

Ronald A. Greenfield, Professor of Medicine and Adjunct Professor of Biostatistics and Epidemiology; given additional title Chief, Section of Infectious Disease, Department of Medicine; salary changed from annual rate of \$67,382 for 12 months (\$5,615.17 per month) to annual rate of \$77,382 for 12 months (\$6,448.50 per month), July 1, 1995. Paid from 22769620, Medicine; B0531001, University Hospital Reimbursement; D0319000, Medicine Operational, pos. 145029; and VA Medical Center.

Nancy K. Hall, Associate Professor of Pathology; Adjunct Associate Professor of Microbiology and Immunology, of Dermatology, of Allied Health Education, of Pharmacy, and of Dentistry; title changed from Associate Dean for Student Affairs and Admissions to Associate Dean for Admissions, Office of the Dean, College of Medicine, July 1, 1995.

P. Lloyd Hildebrand, Assistant Professor of Ophthalmology and Associate Director, Center for Telemedicine; salary changed from annual rate of \$61,200 for 12 months (\$5,100.00 per month) to annual rate of \$71,200 for 12 months (\$5,933.33 per month), August 1, 1995 through June 30, 1996. Includes \$10,000 for additional responsibilities as Associate Director for the Center of Telemedicine. Correction of previous action taken at July meeting. Paid from A0000076, PPP Ophthalmology, pos. 156950, and 18109600, Center for Telemedicine, pos. 002832.

Gale L. Joslin, Clinical Instructor in Radiological Sciences, salary changed from annual rate of \$32,792 for 12 months (\$2,732.67 per month) to annual rate of \$44,792 for 12 months (\$3,732.67 per month), July 1, 1995 through June 30, 1996. Increase for additional duties at Griffin Memorial Hospital. Paid from A0000181, Radiology Salary Supplement, pos. 201250.

Donald T. Karaki, Assistant Professor of Oral Diagnosis, salary changed from annual rate of \$50,000 for 12 months (\$4,166.67 per month) to annual rate of \$53,000 for 12 months (\$4,416.67 per month), July 1, 1995 through June 30, 1996. Budget correction. Paid from 1034-3, Dentistry-Oral Biology, pos. 028550.

John C. Kramer, Clinical Professor of Pediatrics, Tulsa, salary changed from without remuneration to annual rate of \$6,000 for 12 months (\$500.00 per month), .10 time, July 1, 1995 through June 30, 1996. Paid from A0020599, PPP TMC Cystic Fibrosis Clinic, pos. 256470.

Daniel J. Lebovitz, Assistant Professor of Pediatrics; changed from tenure-track to consecutive term faculty, July 1, 1995.

Elisa T. Lee, Dean, College of Public Health; George Lynn Cross Research Professor of Biostatistics and Epidemiology; Adjunct Professor of Health Promotion Sciences; and Director, Center for Epidemiologic Research; title changed from Co-Director to Director, Oklahoma Prevention Research Center for Native Americans, July 1, 1995.

Joe C. Leonard, Professor of Radiological Sciences; given additional title Acting Chief of Pediatric Imaging, Department of Radiological Sciences; salary changed from annual rate of \$83,514 for 12 months (\$6,959.50 per month) to annual rate of \$85,497 for 12 months (\$7,124.75 per month), July 1, 1995. Paid from A0000181, Radiology Salary Supplement, and B0336001, Children's Memorial Hospital Reimbursement, pos. 202700.

Christine Loeffler, Clinical Assistant Professor of Radiological Sciences; salary changed from annual rate of \$35,700 for 12 months (\$2,975.00 per month), .50 time, to annual rate of \$42,840 for 12 months (\$3,570.00 per month), .60 time, July 1, 1995 through June 30, 1996. Paid from A0000181, Radiology Salary Supplement, pos. 201650.

Onita Lynch, Assistant Professor of Communication Sciences and Disorders; changed from tenure track faculty to consecutive term faculty, July 1, 1995.

Mary E. Martin, title changed from Associate Professor to Clinical Associate Professor of Oral Diagnosis; given additional title Interim Chair of Oral Diagnosis, salary changed from annual rate of \$25,850 for 12 months (\$2,154.17 per month), .60 time, to annual rate of \$40,467 for 12 months (\$3,372.33 per month), .80 time, September 1, 1995 through June 30, 1996. Includes administrative supplement of \$500 per month during appointment as Interim Chair of Oral Diagnosis. Paid from 1034-3, Dentistry-Oral Biology, pos. 028800.

Philip A. McHale, Associate Professor of Physiology; title changed from Assistant Dean for Educational Affairs to Associate Dean for Student Affairs, Office of the Dean, College of Medicine, July 1, 1995 through June 30, 1996.

Patrick A. McKee, George Lynn Cross Research Professor of Medicine; given additional title The Laureate Chair of Molecular Medicine and Director, Warren Medical Research Institute, July 1, 1995.

Kimball A. Miller, title changed from Associate Professor of Internal Medicine, Tulsa to Adjunct Associate Professor of Medicine, Tulsa; title Associate Professor of Pediatrics, Tulsa, deleted; salary changed from annual rate of \$53,000 for 12 months (\$4,416.67 per month) to without remuneration, July 17, 1995.

Daniel L. O'Donoghue, title changed from Assistant Professor to Adjunct Assistant Professor of Anatomical Sciences; salary changed from annual rate of \$43,860 for 12 months (\$3,655.00 per month), full time, to annual rate of \$21,930 for 12 months (\$1,827.50 per month), .50 time, July 6, 1995 through June 30, 1996. Paid from 21009600, Anatomical Sciences, pos. 090200.

Stephen W. Painton, Associate Professor of Communication Sciences and Disorders, Adjunct Associate Professor of Otorhinolaryngology and of Allied Health Education; title Associate Dean, College of Allied Health, deleted; salary changed from FTE: \$58,120, annual rate of \$56,714 for 12 months (\$4,726.16 per month), PPP: \$1,406 to FTE: \$65,000, annual rate of \$45,000 for 12 months (\$3,750.00 per month), PPP: \$20,000, September 1, 1995 through June 30, 1996. Paid from 2726-6, Communication Sciences and Disorders, pos. 243400.

Stephen M. Polland, title changed from Professor to Clinical Professor of Medicine, Tulsa; salary changed from annual rate of \$40,000 for 12 months (\$3,333.33 per month) to without remuneration, June 30, 1995.

Barbara K. Reaves, Clinical Assistant Professor of Psychiatry and Behavioral Sciences, salary changed from without remuneration to annual rate of \$35,618 for 12 months (\$2,968.12 per month), .50 time, September 1, 1995 through June 30, 1996. Paid from VA Medical Center, pos. 192600.

Lynda N. Reynolds, title changed from Adjunct Associate Professor to Associate Professor of Radiologic Technology, August 1, 1995 through June 30, 1996. Retains title Program Director, Department of Radiologic Technology.

Terry R. Root, Adjunct Assistant Professor of Health Administration and Policy; given additional title Coordinator, University Center at Tulsa, College of Public Health; salary changed from without remuneration to annual rate of \$25,000 for 12 months (\$2,083.34 per month), .49 time, August 8, 1995 through June 30, 1996. Paid from 259600, Public Health, pos. 217480.

Sharon R. Sanderson, Professor of Occupational Therapy and Adjunct Professor of Allied Health Education; title Assistant Dean, Student Affairs, College of Allied Health, deleted, September 1, 1995.

Pramod K. Sinha, title changed from Clinical Assistant Professor to Assistant Professor of Orthodontics, salary changed from annual rate of \$31,026 for 12 months (\$2,585.50 per month), .50 time, to annual rate of \$60,000 for 12 months (\$5,000.00 per month), full time, July 1, 1995 through June 30, 1996. (New tenure track faculty.) Paid from 1036-3, Developmental Dentistry, pos. 035100.

Todd A. Steinberg, Clinical Instructor in Radiological Sciences, salary changed from annual rate of \$34,410 for 12 months (\$2,867.50 per month) to annual rate of \$46,410 for 12 months (\$3,867.50 per month), July 1, 1995 through June 30, 1996. Increase for additional duties at Griffin Memorial Hospital. Paid from A0000181, Radiology Salary Supplement, pos. 201660.

Lee T. Usnick, Assistant Professor of Health Administration and Policy; changed from consecutive term faculty to tenure track faculty, July 1, 1995.

Theresa M. White, Clinical Instructor in Oral and Maxillofacial Surgery, College of Medicine; title changed from Assistant Professor to Clinical Assistant Professor of Pediatric Dentistry, July 1, 1995 through June 30, 1996.

Jeun-Liang Yeh, promoted from Assistant Professor of Research to Associate Professor of Research, Center for Epidemiologic Research, salary increased from annual rate of \$45,900 for 12 months (\$3,825.00 per month) to annual rate of \$50,000 for 12 months (\$4,166.67 per month), September 1, 1995 through June 30, 1996. Retains title Adjunct Assistant Professor of Health Promotion Sciences. Paid from C1133207, Cardiovascular Disease in American Indians, pos. 220510.

Stephen K. Young, Professor of Oral Pathology and Adjunct Professor of Pathology; given additional title Associate Dean, College of Dentistry; titles Professor and Chair of Oral Diagnosis and Chair of Oral Biology, deleted; salary changed from annual rate of \$71,153 for 12 months (\$5,929.42 per month) to annual rate of \$85,000 for 12 months (\$7,083.33 per month), September 1, 1995. Increase due to additional responsibilities as Associate Dean. Paid from 2004-3, College of Dentistry, Office of the Dean, pos. 065010.

Resignations and/or Terminations:

Judith W. Black, Assistant Professor of Communication Sciences and Disorders, August 16, 1995.

Mazen Dimachkie, Assistant Professor of Neurology, July 28, 1995 (with accrued vacation through August 16, 1995).

Geraldine Ellison, Associate Professor of Nursing, July 6, 1995.

Kimberly V. Fisher, Assistant Professor of Communication Sciences and Disorders, July 14, 1995 (with accrued vacation through August 31, 1995).

Robert J. Friberg, Associate Professor of Physical Therapy, August 31, 1995 (with accrued vacation through October 5, 1995).

Raymond L. Goldsteen, Associate Professor of Health Administration and Policy, July 31, 1995 (with accrued vacation through August 21, 1995).

Donald B. Horton, Assistant Professor of Neurosurgery, June 30, 1995 (with accrued vacation through August 16, 1995).

Shashadhar M. Mohapatra, Clinical Assistant Professor of Radiological Sciences, August 31, 1995 (with accrued vacation through October 17, 1995).

Jorg Pahl, Associate Professor of Psychiatry and Behavioral Sciences, August 13, 1995 (with accrued vacation through September 21, 1995).

Sara Whitsett Pellegreen, Clinical Instructor in Pediatrics, July 14, 1995 (with accrued vacation through August 2, 1995).

Carrol Perry, Clinical Assistant Professor of Family Medicine, August 11, 1995 (with accrued vacation through September 27, 1995).

Rosalie Sagraves, Assistant Dean for Academic Affairs, College of Pharmacy, Professor of Pharmacy Practice, and Adjunct Professor of Pediatrics, August 31, 1995 (with accrued vacation through October 19, 1995).

Robert Travis, Clinical Instructor in Psychiatry and Behavioral Sciences, August 11, 1995 (with accrued vacation through September 27, 1995).

Danielle S. Valley, Associate in Anesthesiology, June 30, 1995 (with accrued vacation through July 13, 1995).

Retirements:

Betty J. McClellan, Professor of Pathology, July 31, 1995 (with accrued vacation through September 28, 1995).

Alex Roberts, Professor of Anatomical Sciences and Adjunct Associate Professor of Psychiatry and Behavioral Sciences, of Radiology and of Neurosurgery, December 31, 1995 (with accrued vacation through January 31, 1996.)

Edward Shissler, Clinical Associate Professor of Pediatrics, July 31, 1995 (with accrued vacation through September 5, 1995).

Jean J. Vanhoutte, Professor and Vice Chair of Radiological Sciences, July 1, 1995; named Professor Emeritus of Radiological Sciences. Approval of Professor Emeritus title only.

Norman Campus:

Leaves of Absence:

Sabbatical Leaves of Absence:

Spring Semester 1996 (with full pay):

Charles M. Bert, Perkinson Chair in Engineering and George Lynn Cross Research Professor and Director of Aerospace and Mechanical Engineering, sabbatical leave of absence with half pay, August 16, 1995 through May 15, 1996 changed to sabbatical leave of absence with full pay, January 1, 1996 through May 15, 1996.

Howard B. Bluestein, Professor of Meteorology, sabbatical leave of absence with full pay, January 1, 1996 through May 15, 1996. Writing a book on thunderstorms and tornadoes; collaborative research on severe convective storms and the use of wind profiler data to diagnose midlatitude systems. Teaching load covered by new or adjunct faculty. Last sabbatical with half pay, August 16, 1984 through May 15, 1985. Appointment date: September 1, 1979.

Lynn Devenport, Professor of Psychology, sabbatical leave of absence with full pay, January 1, 1996 through May 15, 1996. Will be conducting ecological research in western Oregon. Teaching load covered by adjunct and post-doctoral fellows. Last sabbatical taken August 16, 1987 to May 16, 1988. No leaves of absence taken. Appointment date: September 1, 1981.

Ola M. Fincke, Assistant Professor of Zoology, sabbatical leave of absence with full pay, January 1, 1996 through May 15, 1996. Research molecular techniques used in behavioral ecology at Universities in Missouri and Germany; complete book on odonates. Teaching load covered by current faculty. First sabbatical leave. Appointment date: August 16, 1989.

Robert D. Fox, Professor of Educational Leadership and Policy Studies and Director of Research Center for Continuing Professional and Higher Education, sabbatical leave of absence with full pay, January 1, 1996 through May 15, 1996. Research how innovation is related to aspects of professional practice and change. Teaching load covered by adjunct faculty. First sabbatical leave. No leaves of absence taken. Appointment date: August 1, 1988.

Richard C. Gipson, Professor of Music and Director, School of Music, sabbatical leave of absence with full pay, January 1, 1996 through June 30, 1996. Editing compact disc recording by Percussion Ensemble at The University of Oklahoma and creating new performance arrangements. Administrative duties covered by current faculty and teaching load covered by visiting faculty. Last sabbatical June 1, 1992 to August 16, 1992 (using banked sabbatical credit per prior presidential agreement). Appointment date: September 1, 1976.

David Gross, Associate Professor of English, sabbatical leave of absence with full pay, January 1, 1996 through May 15, 1996. Complete book dealing with German philosopher Walter Benjamin, regarding analysis and interpretation of the shopping market culture in our world. Also develop graduate and undergraduate seminar in cultural theory. Teaching load covered by current faculty. Sabbaticals taken: September 1, 1980 through January 15, 1981; January 1, 1987 to May 16, 1987. Appointment date: September 1, 1973.

James C. Hartigan, Professor of Economics, sabbatical leave of absence with full pay, January 1, 1996 through May 15, 1996. Visiting lecturer at Australian National University; conducting research international trade and industrial organization projects with colleagues. Teaching load covered by adjunct and defer one course to fall. First sabbatical leave. No previous leaves of absence taken. Appointment date: June 1, 1988.

Beverly A. Joyce, Professor of Bibliography, sabbatical leave of absence with full pay, January 1, 1996 through June 30, 1996. Research on a six volume bibliography of women in literature. Responsibilities will be reassigned to other reference librarians, graduate students and temporary staff. Mini-sabbatical with full pay, July 1, 1988 through September 30, 1988. Appointment date: September 1, 1972.

James L. Kudrna, Associate Professor of Architecture, sabbatical leave of absence with full pay, January 1, 1996 through May 15, 1996. Research for book on design and development of soccer facilities for the American market. Teaching load covered by current faculty. First sabbatical leave. No previous leaves of absence taken. Appointment date: September 1, 1979.

Gregory D. Kunesh, Professor of Drama and Coordinator of Musical Theatre Program, sabbatical leave of absence with full pay, January 1, 1996 through June 30, 1996. Research and writing of Drama/Theatre scene in New York City. Teaching load covered by current faculty. Last sabbatical May 16, 1986 to August 16, 1986. Leave of absence without pay, February 13, 1991 through June 30, 1992. Appointment date: September 1, 1975.

Jean-Claude Roegiers, McCasland Chair and Professor of Petroleum and Geological Engineering, sabbatical leave of absence with full pay, January 1, 1996 through May 15, 1996. Research applications of new laboratory procedures; transfer technologies by seminars/colloquia; write a book on Rock Mechanics Applied to the Petroleum Industry. Teaching load covered by adjunct faculty. First sabbatical leave. No previous leaves taken. Appointment date: October 17, 1988.

Lawrence F. Rossow, Professor of Educational Leadership and Policy Studies, sabbatical leave of absence with full pay, January 1, 1996 through May 15, 1996. Research policy and practice implications of new South African constitution. Teaching load covered by adjunct faculty. First sabbatical leave. No previous leaves of absence taken. Appointment date: January 1, 1989.

Kathleen E. Welch, Professor of English, sabbatical leave of absence with full pay, January 1, 1996 through May 15, 1996. Complete book on classical rhetoric as a unique system for understanding modern literacy, Electric Rhetoric: Classical Rhetoric, Orality, and a New Literacy. Teaching load covered by current faculty. Last sabbatical January 1, 1989 to May 16, 1989. Leave of absence without pay, August 16, 1991 through December 31, 1991. Appointment date: September 1, 1982.

Full Year Sabbatical (with half pay):

Morris W. Foster, Associate Professor of Anthropology, sabbatical leave of absence with half pay, January 1, 1996 through December 31, 1996. Research ethical, legal and social implications in two Native American communities and complete book about Creek and Seminole Ethno-history. Teaching load covered by adjunct and current faculty. First sabbatical leave. No previous leaves of absence taken. Appointment date: August 16, 1989.

Ronald A. Kline, Professor of Aerospace and Mechanical Engineering, sabbatical leave of absence with half pay, January 1, 1996 through December 31, 1996. Research and develop fiber optic grids which can be imbedded directly in a composite structure for nondestructive characterization purposes. Teaching load covered by current faculty and graduate assistants. First sabbatical leave. No previous leaves of absence taken. Appointment date: September 1, 1982.

Scott C. Linn, Associate Professor of Finance, sabbatical leave of absence with half pay, January 1, 1996 through December 31, 1996. Research financing and investment choices of businesses of the United Kingdom. Teaching load covered by current faculty. First sabbatical leave. No previous leaves of absence taken. Appointment date: August 16, 1989.

Fall Semester 1996 (with full pay):

Donna J. Nelson, Associate Professor of Chemistry, sabbatical leave of absence with full pay, August 16, 1996 through December 31, 1996. Research on the reactions of alkenes. Teaching load covered by current faculty. Last sabbatical August 16, 1990 to January 1, 1991. No previous leaves of absence taken. Appointment date: September 1, 1983.

Leave of Absence Without Pay:

Elizabeth Cunningham, Assistant Professor of Economics, leave of absence without pay, January 1, 1996 through May 15, 1996. To work with researchers at the Centre for Labour Market and Social Research in Aarhus, Denmark.

Linda DeBrunner, Assistant Professor of Electrical Engineering, leave of absence without pay, .25 time, August 16, 1995 through May 15, 1996. Reduction of workload.

Stephanie Dunne, Assistant Professor of Economics, leave of absence without pay, January 1, 1996 through May 15, 1996. Extension of maternity leave and will accompany husband to Washington, D.C. while he is at the U.S. Bureau of the Census on a research fellowship.

Debra Hassig, Assistant Professor of Modern Languages, Literatures, and Linguistics, leave of absence without pay, August 16, 1995 through May 15, 1996. To teach a course in Art History at the University of Toronto.

Vijay Sethi, Associate Professor of Management, leave of absence without pay, August 16, 1995 through May 15, 1996. Family illness in India.

George L. White, Assistant Professor of Dance, continuation of leave of absence without pay, August 16, 1995 through December 31, 1995.

Sick Leaves of Absence With Pay:

Bruce H. Hinson, Associate Professor of Journalism and Mass Communication, short term disability leave of absence with pay, August 21, 1995 through December 31, 1995.

Burt K. Scanlan, David Ross Boyd Professor of Management and Director of Petroleum Land Management, short term disability leave of absence with pay, August 16, 1995 through December 31, 1995.

Jo Ellen Uptegraft, Associate Professor of Human Development, short term disability leave of absence with pay, August 16, 1995 through May 15, 1996.

Appointments or Reappointments:

Richard A. Bilas, Ph.D., John and Donnie Brock Chair; Director, Institute for Energy Economics and Policy; and Professor of Engineering, annual rate of \$105,000 for 12 months (\$8,750.00 per month), September 1, 1995 through June 30, 1996. Paid from 122-7635, Brock Chair in Energy Economics and Public Policy; 137-6158, John A. and Donnie Brock Chair; and 122-7625, Institute for Energy Economics and Policy, pos. 1.63.

Daniel Cottom, Ph.D., David A. Burr Chair of Letters and Professor of English with tenure, annual rate of \$70,000 for 9 months (\$7,777.78 per month), August 16, 1995. Paid from 122-7347, David A. Burr Chair of Letters, pos. 1.60.

Harold L. Stalford, Ph.D., Director, School of Aerospace and Mechanical Engineering, and Professor of Aerospace and Mechanical Engineering with tenure, annual rate of \$77,727 for 9 months (\$8,636.36 per month), October 1, 1995. Paid from 122-7208, Aerospace and Mechanical Engineering, pos. 20.60.

Edwin Tucker, reappointed Adjunct Professor and Senior Research Associate in Chemistry and Biochemistry, salary remains at annual rate of \$55,200 for 12 months (\$4,600.00 per month), August 1, 1995 through December 31, 1995. Paid from 125-4349, Halon Alternate in Firefighting System, pos. 703.63. Paid from grant funds; subject to availability of funds.

Hermann Gruenwald, reappointed Visiting Associate Professor of Architecture and of Civil Engineering and Environmental Science, and Director, Design Research, College of Architecture, salary remains at annual rate of \$48,000 for 12 months (\$4,000.00 per month), July 1, 1995 through June 30, 1996. Paid from 122-7203, Architecture, pos. 710.60, and 122-7222, Civil Engineering and Environmental Science, pos. 701.60.

Hassan Hefzi, Visiting Assistant Professor of Accounting, annual rate of \$50,000 for 9 months (\$5,555.56 per month), August 16, 1995 through May 15, 1996. Paid from 122-7213, Business Administration Instruction, pos. 732.60.

Sandra Ashford, reappointed Adjunct Assistant Professor of Aerospace and Mechanical Engineering, salary changed from annual rate of \$22,500 for 9 months (\$2,500.00 per month), .50 time, to annual rate of \$11,250 for 9 months (\$1,250.00 per month), .25 time, August 16, 1995 through December 31, 1995. Paid from 122-7208, Aerospace and Mechanical Engineering, pos. 701.60.

Sebastian M. E. Mendes, Assistant Professor of Art, annual rate of \$29,000 for 9 months (\$3,222.22 per month), August 16, 1995 through May 15, 1996. Paid from 122-7204, School of Art, pos. 25.60.

Susan E. Hahn, Assistant Professor of Bibliography and Business/Economics Reference Librarian, University Libraries, annual rate of \$28,000 for 12 months (\$2,333.33 per month), September 1, 1995 through June 30, 1996. Paid from 122-7600, University Libraries/ Reference, pos. 43.63.

Stephen Charles Wagner, Assistant Professor of Bibliography and History of Science Collection Librarian, University Libraries, annual rate of \$37,000 for 12 months (\$3,083.33 per month), September 18, 1995 through June 30, 1996. Paid from 122-7600, University Libraries/Reference, pos. 16.63.

William R. Audas, reappointed Adjunct Assistant Professor of Business Administration and Director, J. C. Penney Leadership Center, salary remains at annual rate of \$49,176 for 12 months (\$4,098.00 per month), .75 time, July 1, 1995 through June 30, 1996. Paid from 122-7213, Business Administration Instruction, pos. 703.60.

Monika Z. Wrona, reappointed Adjunct Assistant Professor and Co-Principal Investigator of Chemistry and Biochemistry, salary changed from annual rate of \$38,984 for 12 months (\$3,248.67 per month) to annual rate of \$40,933 for 12 months (\$3,411.09 per month), September 1, 1995 through August 31, 1996. Paid from 125-4514, Oxidation Chemistry, pos. 905.65.

Robert William Gore, Assistant Professor of Drama and Technical Director, School of Drama, annual rate of \$30,000 for 9 months (\$3,333.33 per month), August 16, 1995 through May 15, 1996. Paid from 122-7226, School of Drama, pos. 14.60.

Daniel Scott Sutter, Ph.D., Visiting Assistant Professor of Economics, annual rate of \$40,000 for 9 months (\$4,444.45 per month), August 16, 1995 through May 15, 1996. Paid from 122-7229, Economics, pos. 704.60.

Jerry Bread, reappointed Acting Assistant Professor of Educational Leadership and Policy Studies and Director, FINE, salary remains at annual rate of \$43,050 for 12 months (\$3,587.50 per month), September 1, 1995 through June 30, 1996. Paid from 122-7344, Educational Leadership and Policy Studies, pos. 701.60.

Majed Khodr, reappointed Adjunct Assistant Professor of Electrical Engineering, salary changed from annual rate of \$22,024 for 9 months (\$2,447.15 per month), .50 time, to annual rate of \$32,224 for 9 months (\$3,580.44 per month), .75 time, August 16, 1995 through December 31, 1995. Paid from 122-7231, Electrical Engineering, pos. 701.60.

Ronald Laspisa, reappointed and title changed from Visiting Assistant Professor to Adjunct Assistant Professor of Electrical Engineering, salary changed from annual rate of \$42,000 for 9 months (\$4,666.67 per month), full time, to annual rate of \$21,420 for 9 months (\$2,380.00 per month), .50 time, August 16, 1995 through December 31, 1995. Paid from 122-7231, Electrical Engineering, pos. 710.60.

Gerald Pitstick, Adjunct Assistant Professor of Electrical Engineering, annual rate of \$20,400 for 9 months (\$2,266.66 per month), .50 time, August 16, 1995 through December 31, 1995. Paid from 122-7231, Electrical Engineering, pos. 702.60.

Randa L. Shehab, Ph.D., Visiting Assistant Professor of Industrial Engineering, annual rate of \$47,000 for 9 months (\$5,222.22 per month), August 16, 1995 through December 31, 1995. Paid from 122-7253, Industrial Engineering, pos. 710.60.

Alice M. Klement, reappointed Visiting McMahon Centennial Professor of Journalism and Mass Communication, salary remains at annual rate of \$60,000 for 9 months (\$6,666.67 per month), August 16, 1995 through May 15, 1996. Paid from 122-7256, Journalism and Mass Communication, pos. 703.60.

Debra Hassig, Ph.D., Assistant Professor of Modern Languages, Literatures, and Linguistics, annual rate of \$32,000 for 9 months (\$3,555.55 per month), August 16, 1995 through May 15, 1996. Paid from 122-7268, Modern Languages, Literatures, and Linguistics, pos. 24.60.

Pamela Dean Greenwood, Ph.D., Assistant Professor of Social Work, annual rate of \$45,833 for 12 months (\$3,819.42 per month), July 1, 1995 through June 30, 1996. Paid from 122-7288, Social Work, pos. 18.60.

Dwain Anthony Pellabon, Assistant Professor of Social Work, annual rate of \$39,000 for 9 months (\$4,333.33 per month), August 16, 1995 through May 15, 1996. If Ph.D. not complete by August 16, 1995, title to be changed to Acting Assistant Professor of Social Work and salary changed to \$37,000 for 9 months. Paid from 122-7288, Social Work, pos. 20.60.

Cheryl Walker-Esbaugh, reappointed Instructor in Classics, annual rate of \$21,157.50 for 9 months (\$2,350.83 per month), August 16, 1995 through May 15, 1996. This is an exception to Regents' policy on seven-year limitation on appointment of full-time temporary faculty. Paid from 122-2223, Classics, pos. 701.60.

Garold D. Mills, Adjunct Instructor in History, annual rate of \$10,000 for 9 months (\$1,111.11 per month), .25 time, August 16, 1995 through May 15, 1996. Paid from 122-7248, History, pos. 703.60.

Cindy M. Foley, reappointed Staff Attorney and Clinical Instructor in Law, salary changed from annual rate of \$26,000 for 12 months (\$2,166.66 per month), .65 time, to annual rate of \$29,250 for 12 months (\$2,437.50 per month), .65 time, August 15, 1995 through August 14, 1996. Paid from 125-4151, Criminal Defense Clinic, pos. 905.65.

Terry J. Hull, reappointed Staff Attorney and Clinical Instructor in Law, salary changed from annual rate of \$40,000 for 12 months (\$3,333.33 per month) to annual rate of \$45,000 for 12 months (\$3,750.00 per month), August 15, 1995. Paid from 272-7321, Clinical Legal Education, pos. 5.60.

Amelia S. Pepper, reappointed Staff Attorney and Clinical Instructor in Law, salary changed from annual rate of \$40,000 for 12 months (\$3,333.33 per month) to annual rate of \$45,000 for 12 months (\$3,750.00 per month), August 15, 1995 through August 14, 1996. Paid from 125-4151, Criminal Defense Clinic, pos. 905.65.

Steven M. Presson, Staff Attorney and Clinical Instructor in Law, annual rate of \$40,000 for 12 months (\$3,333.33 per month), August 21, 1995 through August 14, 1996. Paid from 125-4151, Criminal Defense Clinic, pos. 905.65.

Louisa J. Hampton, reappointed Geologist III, Oklahoma Geological Survey, salary remains at annual rate of \$10,750 for 12 months (\$895.83 per month), .25 time, July 1, 1995 through December 31, 1995. Paid from 362-7120, Oklahoma Geological Survey Research, pos. 751.65.

Ramon L. Brown, reappointed Geophysicist, Oklahoma Geological Survey, salary remains at annual rate of \$64,945 for 12 months (\$5,412.00 per month), July 1, 1995 through June 30, 1996. Paid from 362-7120, Oklahoma Geological Survey Research; 362-7130, Oklahoma Geological Survey Public Service; and 125-6884, Gypsy Field Project; pos. 4.63. Paid from grant funds; subject to availability of funds.

Rex T. Ellington, reappointed Faculty Associate, Science and Public Policy Program, salary remains at annual rate of \$7,200 for 12 months (\$600.00 per month), .14 time, July 1, 1995 through December 31, 1995. Paid from 122-7436, Science and Public Policy Program, pos. 703.63.

Jerry Newman, Research Associate in Chemical Engineering and Materials Science, annual rate of \$35,200 for 12 months (\$2,933.33 per month), .75 time, May 16, 1995 through December 31, 1995. Paid from 125-4334, IASR Subaccounts, pos. 906.63. Paid from grant funds; subject to availability of funds.

Younane Abousleiman, reappointed Senior Research Associate in Petroleum and Geological Engineering, salary changed from annual rate of \$50,400 for 12 months (\$4,200.00 per month) to annual rate of \$51,408 for 12 months (\$4,284.00 per month), July 1, 1995 through December 31, 1995. Paid from 195-6386, NSF Center, pos. 905.65. Paid from grant funds; subject to availability of funds.

Milton Bishop, reappointed Senior Research Associate in Petroleum and Geological Engineering, salary changed from annual rate of \$43,680 for 12 months (\$3,640.00 per month) to annual rate of \$44,553.60 for 12 months (\$3,712.80 per month), July 1, 1995 through March 31, 1996. Paid from 125-6333, Fracturing Fluid Characterization, pos. 905.65. Paid from grant funds; subject to availability of funds.

Randy A. Pepler, Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, annual rate of \$48,750 for 12 months (\$4,062.50 per month), August 21, 1995 through February 28, 1996. Paid from 125-4425, CIMMS Assistant Director, pos. 905.65. Paid from grant funds; subject to availability of funds.

Leonid N. Germanovich, reappointed Senior Research Scientist, School of Petroleum and Geological Engineering, salary changed from annual rate of \$62,824.08 for 12 months (\$5,235.34 per month) to annual rate of \$64,080.60 for 12 months (\$5,340.05 per month), July 1, 1995 through December 31, 1995. Paid from 195-6386, NSF Center, pos. 905.65. Paid from grant funds; subject to availability of funds.

Changes:

Mikael Adolphson, title changed from Assistant Professor to Acting Assistant Professor of History, salary changed from annual rate of \$34,000 for 9 months (\$3,777.78 per month) to annual rate of \$32,000 for 9 months (\$3,555.56 per month), August 16, 1995 through May 15, 1996. Paid from 122-7248, History, pos. 702.60.

Michael Angelotti, Professor of Instructional Leadership and Academic Curriculum, salary changed from annual rate of \$70,624 for 9 months (\$7,847.11 per month) to annual rate of \$70,160 for 9 months (\$7,795.55 per month), August 16, 1995 through May 15, 1996. Budget correction. Paid from 122-7343, Instructional Leadership and Academic Curriculum, pos. 7.60.

Jeffrey Austin, title changed from Acting Assistant Professor to Assistant Professor of Accounting, salary changed from annual rate of \$61,000 for 9 months (\$6,777.78 per month) to annual rate of \$65,000 for 9 months (\$7,222.22 per month), August 16, 1995 through May 15, 1996. Paid from 122-7213, Business Administration Instruction, pos. 18.60.

Frances L. Ayres, Associate Professor of Accounting and Director, School of Accounting, salary changed from annual rate of \$98,029 for 12 months (\$8,169.08 per month) to annual rate of \$98,918 for 12 months (\$8,243.16 per month), July 1, 1995. Budget correction. Paid from 122-7213, Business Administration Instruction, pos. 19.60.

Charles W. Bert, Perkinson Chair in Engineering and George Lynn Cross Research Professor of Aerospace and Mechanical Engineering; title Director of Aerospace and Mechanical Engineering, deleted; salary changed from annual rate of \$93,187 for 12 months (\$7,765.58 per month) to annual rate of \$73,108 for 9 months (\$8,123.11 per month), October 1, 1995. Paid from 122-7208, Aerospace and Mechanical Engineering, pos. 3.60.

Michael Buckley, Associate Professor of Management; given additional title O. L. Ted Taylor Research Fellow, salary temporarily changed from annual rate of \$73,770 for 9 months (\$8,196.66 per month) to annual rate of \$77,770 for 9 months (\$8,641.11 per month), August 16, 1995 through May 15, 1996. Paid from 122-7213, Business Administration Instruction, pos. 117.60.

Dianne G. Bystrom, title changed from Assistant Provost, Office of the Provost, to Research Associate, Political Communication Center; salary changed from annual rate of \$57,113 for 12 months (\$4,759.41 per month) to annual rate of \$45,000 for 9 months (\$5,000.00 per month), August 16, 1995 through May 15, 1996. Changed from Administrative Officer to Academic. Paid from 122-7342, Political Communication Center, pos. 701.63.

Terry Crain, Associate Professor of Accounting; given additional title W. R. Howell Teaching Fellow, salary temporarily changed from annual rate of \$65,001 for 9 months (\$7,222.33 per month) to annual rate of \$69,001 for 9 months (\$7,666.77 per month), August 16, 1995 through May 15, 1996. Paid from 122-7213, Business Administration Instruction, pos. 20.60.

Kenneth C. Crawford, Director, Oklahoma Climatological Survey, and Professor of Meteorology; salary changed from annual rate of \$88,858 for 12 months (\$7,405.00 per month) to annual rate of \$79,972 for 9 months (\$8,885.78 per month), August 16, 1995 through May 15, 1996. Changed from 12-month to 9-month faculty. Paid from 125-4445, High Resolution DGPS, pos. 911.63; 122-7487, Oklahoma Climatological Survey, pos. 1.63; and 122-7265, Meteorology, pos. 3.60. Paid from grant funds; subject to availability of funds.

Ryan E. Doezema, Professor of Physics and Astronomy; reappointed Chair of Physics and Astronomy, July 1, 1995 through June 30, 1999.

Francis T. Durso, Professor of Psychology, salary changed from annual rate of \$49,053 for 9 months (\$5,450.33 per month) to annual rate of \$57,053 for 9 months (\$6,339.22 per month), August 16, 1995 through May 15, 1996. Counteroffer. Paid from 122-7283, Psychology, pos. 17.60.

Forrest L. Frueh, Associate Professor of Business Law and Director, Undergraduate Programs, College of Business Administration; changed from 9 months to 12 months faculty, July 1, 1995. Budget correction.

Pamela Fry, Assistant Professor of Instructional Leadership and Academic Curriculum; given additional title Assistant Chair of Instructional Leadership and Academic Curriculum; salary changed from annual rate of \$35,840 for 9 months (\$3,982.22 per month) to annual rate of \$50,000 for 12 months (\$4,166.67 per month), August 16, 1995 through June 30, 1996. Changed from 9-month to 12-month faculty. Paid from 122-7343, Instructional Leadership and Academic Curriculum.

Dipankar Ghosh, Assistant Professor of Accounting; given additional title Fred E. Brown Dean's Research Fellow, salary temporarily changed from annual rate of \$64,792 for 9 months (\$7,199.11 per month) to annual rate of \$68,792 for 9 months (\$7,643.55 per month), August 16, 1995 through May 15, 1996. Paid from 122-7213, Business Administration Instruction, pos. 22.60.

Patricia Gilman, Associate Professor of Anthropology; given additional title Faculty Fellow for Student Affairs, College of Arts and Sciences; salary temporarily changed from annual rate of \$18,807 for 9 months (\$2,089.67 per month), .50 time, to annual rate of \$37,614 for 9 months (\$4,179.33 per month), full time, August 16, 1995 through May 15, 1996. Paid from 122-7375, Arts and Sciences Dean, pos. 702.63.

Jeffrey H. Harwell, Conoco/Dupont Centennial Professor and Director of Chemical Engineering and Materials Science, salary changed from annual rate of \$97,485 for 12 months (\$8,123.75 per month) to annual rate of \$99,195 for 12 months (\$8,266.25 per month), July 1, 1995. Budget correction. Paid from 122-7220, Chemical Engineering and Materials Science, and 122-7337, Conoco/Dupont Centennial Professor, pos. 15.60.

Kenneth L. Hoving, Professor of Psychology; reappointed Chair of Psychology, July 1, 1995 through June 30, 1997; salary changed from annual rate of \$91,800 for 12 months (\$7,650.00 per month) to annual rate of \$96,800 for 12 months (\$8,066.67 per month), July 1, 1995. Includes administrative stipend of \$5,000 while serving as Chair. Paid from 122-7283, Psychology, pos. 5.60.

Timothy J. Hudson, Associate Professor and Associate Director of Journalism and Mass Communication, salary changed from annual rate of \$52,618 for 12 months (\$4,384.83 per month) to annual rate of \$54,681 for 12 months (\$4,556.75 per month), July 1, 1995. Paid from 122-7256, Journalism and Mass Communication, pos. 11.60.

David A. Huettner, Professor of Economics; reappointed Chair of Economics, July 1, 1995 through June 30, 1999.

Jill A. Irving, Assistant Professor of Political Science, salary changed from annual rate of \$17,603 for 9 months (\$1,955.89 per month), .50 time, to annual rate of \$30,044 for 9 months (\$3,338.22 per month), .85 time, August 16, 1995 through May 15, 1996. Paid from 122-7243, Political Science, and 125-4414, Ethnic Mobilization and Transit, pos. 3.60.

Alexandra H. Karriker, Associate Professor of Modern Languages, Literatures, and Linguistics, and Director, Film and Video Studies; salary temporarily changed from annual rate of \$39,106 for 9 months (\$4,345.11 per month) to annual rate of \$44,106 for 9 months (\$4,900.67 per month), August 16, 1995 through May 15, 1996. Salary includes \$5,000 per year administrative stipend while serving as Director, Film and Video Studies. Paid from 122-7268, Modern Languages, Literatures, and Linguistics, pos. 18.60.

Dortha L. Killian, Professor of Architecture, salary temporarily changed from annual rate of \$50,256 for 9 months (\$5,584.00 per month) to annual rate of \$53,736 for 9 months (\$5,970.67 per month), August 16, 1995 through December 31, 1995. Paid administrative stipend of \$1,750 for fall semester for service as Program Coordinator for Interior Design during interim period between retirement of Director and hiring of new Director. Paid from 122-7203, Architecture, pos. 30.60.

Yefim Kogan, Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies; given additional title Adjunct Associate Professor of Meteorology, July 1, 1995 through June 30, 1996.

Bonnie Konopak, Professor and Chair of Instructional Leadership and Academic Curriculum; title changed from Acting Associate Dean to Interim Associate Dean, College of Education; and from Acting Director to Interim Director of Teacher Education Program, College of Education, August 1, 1995 through June 30, 1996; salary changed from annual rate of \$78,775 for 12 months (\$6,564.58 per month) to annual rate of \$82,200 for 12 months (\$6,850.33 per month), July 1, 1995; salary changed to annual rate of \$80,351 for 12 months (\$6,695.92 per month), August 1, 1995 through June 30, 1996. Paid from 122-7343, Instructional Leadership and Academic Curriculum, pos. 23.60, and 122-7230, Education Instruction, pos. 700.60.

Paul A. Kramer, title changed from Assistant Professor to Acting Assistant Professor of Political Science, salary changed from annual rate of \$34,500 for 9 months (\$3,833.33 per month) to annual rate of \$32,500 for 9 months (\$3,611.11 per month), August 16, 1995 through May 15, 1996. Paid from 122-7243, Political Science, pos. 702.60.

Hillel Kumin, Professor of Industrial Engineering, Associate Dean, College of Engineering, and Associate Professor of Business Administration; salary changed from annual rate of \$85,160 for 12 months (\$7,096.67 per month) to annual rate of \$86,700 for 12 months (\$7,225.00 per month), July 1, 1995. Paid from 122-7308, College of Engineering Student Services, pos. 4.63.

Jae Ha Lee, Associate Professor of Finance; given additional title Fred E. Brown Dean's Teaching Fellow, salary temporarily changed from annual rate of \$69,211 for 9 months (\$7,690.11 per month) to annual rate of \$73,211 for 9 months (\$8,134.56 per month), August 16, 1995 through May 15, 1996. Paid from 122-7213, Business Administration Instruction, pos. 92.60.

Scott Linn, Associate Professor of Finance; given additional title Horace B. Brown Research Fellow, salary temporarily changed from annual rate of \$76,311 for 9 months (\$8,479.00 per month) to annual rate of \$80,311 for 9 months (\$8,923.44 per month), August 16, 1995 through May 15, 1996. Paid from 122-7213, Business Administration Instruction, pos. 91.60.

Steven J. Livesey, Professor of the History of Science; title changed from Interim Chair to Chair of the History of Science, July 1, 1995 through June 30, 1999; salary changed from annual rate of \$49,695 for 12 months (\$4,141.25 per month) to annual rate of \$58,027 for 12 months (\$4,835.58 per month), July 1, 1995. Includes \$5,000 administrative stipend while serving as Chair. Paid from 122-7247, History of Science, pos. 5.60.

Bill Loving, Assistant Professor of Journalism and Mass Communication, salary changed from annual rate of \$35,550 for 9 months (\$3,950.00 per month) to annual rate of \$37,118 for 9 months (\$4,124.22 per month), August 16, 1995. Paid from 122-7256, Journalism and Mass Communication, pos. 3.60.

Richard S. Marshment, Professor of Regional and City Planning; given additional title Director, Regional and City Planning; salary changed from annual rate of \$48,380 for 9 months (\$5,375.56 per month) to annual rate of \$51,880 for 9 months (\$5,764.44 per month), August 16, 1995. Paid additional stipend of \$3,500 for administrative responsibilities as Director. Paid from 122-7203, Architecture, pos. 35.60.

Mitchell S. McKinney, title changed from Assistant Professor to Acting Assistant Professor of Communication, salary changed from annual rate of \$35,000 for 9 months (\$3,888.89 per month) to annual rate of \$33,000 for 9 months (\$3,666.67 per month), August 16, 1995 through May 15, 1996. Paid from 122-7290, Communication, pos. 702.60.

Esequiel Meza, Jr., Assistant Professor of Music; title Assistant Dean of Advising and Cultural Diversity, College of Fine Arts, deleted; salary changed from annual rate of \$39,275 for 12 months (\$3,272.92 per month) to annual rate of \$32,134 for 9 months (\$3,570.44 per month), August 16, 1995 through May 15, 1996. Changed from 12-month to 9-month faculty. Paid from 127-7270, School of Music, pos. 48.60.

Howard W. Morgan, George Lynn Cross Research Professor of History; given additional title Chair of History, July 1, 1995 through June 30, 1999.

Mihajlo Nedeljkovich, Assistant Professor of Journalism and Mass Communication, salary changed from annual rate of \$35,547 for 9 months (\$3,949.67 per month) to annual rate of \$36,941 for 9 months (\$4,104.56 per month), August 16, 1995. Paid from 122-7256, Journalism and Mass Communication, pos. 21.60.

R. Leon Price, Associate Professor of Management; given additional title Exxon Teaching Fellow, salary temporarily changed from annual rate of \$61,200 for 9 months (\$6,800.00 per month) to annual rate of \$65,200 for 9 months (\$7,244.44 per month), August 16, 1995 through May 15, 1996. Paid from 122-7213, Business Administration Instruction, pos. 118.60.

Sandra L. Ragan, Professor of Communication; title Associate Dean, College of Arts and Sciences, deleted, June 30, 1995; salary changed from annual rate of \$64,160 for 12 months (\$5,346.67 per month) to annual rate of \$50,131 for 9 months (\$5,570.11 per month), August 16, 1995 through May 15, 1996. Off payroll July 1, 1995 through August 15, 1995. Paid from 122-7290, Communication, pos. 22.60.

Nim Razook, Associate Professor of Legal Studies; given additional title Exxon Teaching Fellow, salary temporarily changed from annual rate of \$46,920 for 9 months (\$5,213.33 per month) to annual rate of \$50,920 for 9 months (\$5,657.78 per month), August 16, 1995 through May 15, 1996. Paid from 122-7213, Business Administration Instruction, pos. 140.60.

Alexander Ryzhkov, title changed from Research Scientist to Senior Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, July 1, 1995 through December 31, 1995.

Drue Schuler, Assistant Professor of Marketing; given additional title AMOCO Teaching Fellow, salary temporarily changed from annual rate of \$55,435 for 9 months (\$6,159.44 per month) to annual rate of \$59,435 for 9 months (\$6,603.88 per month), August 16, 1995 through May 15, 1996. Paid from 122-7213, Business Administration Instruction, pos. 144.60.

Everett Smith, title changed from Assistant Professor to Acting Assistant Professor of Educational Psychology, salary changed from annual rate of \$38,000 for 9 months (\$4,222.22 per month) to annual rate of \$35,000 for 9 months (\$3,888.88 per month), August 16, 1995 through May 15, 1996. Paid from 122-7345, Educational Psychology, pos. 22.60.

Duane R. Stock, Associate Professor and Director of Finance, salary changed from annual rate of \$91,160 for 9 months (\$7,596.66 per month) to annual rate of \$98,017 for 9 months (\$8,168.08 per month), (includes \$6,857 stipend for directorship duties associated with the Center for Financial Studies), July 1, 1995 through August 15, 1995; salary changed to annual rate of \$96,160 for 9 months (\$8,013.33 per month) (includes \$5,000 stipend for directorship duties associated with the Center for Financial Studies), August 16, 1995 through June 30, 1996. Paid from 122-7213, Business Administration Instruction, pos. 90.60.

Calvin Stoltenberg, Professor of Educational Psychology; title Chair of Educational Psychology, deleted, July 1, 1994.

Gary L. Thompson, Associate Professor of Geography; title Chair of Geography, deleted; salary changed from annual rate of \$60,180 for 12 months (\$5,015.00 per month) to annual rate of \$49,238 for 9 months (\$5,470.90 per month), August 16, 1995. Paid from 122-7241, Geography, pos. 7.60.

Richard L. Van Horn, Regents' Professor; President Emeritus; and Professor of Business Administration; given additional title Clarence E. Page Professorship of Aviation/Aerospace Studies, January 1, 1996.

Caryn C. Vaughn, Assistant Professor of Zoology and Assistant Heritage Zoologist, Oklahoma Biological Survey; given additional title Coordinator, Oklahoma Natural Heritage Inventory; salary changed from annual rate of \$40,800 for 12 months (\$3,400.00 per month) to annual rate of \$45,800 for 12 months (\$3,816.67 per month), July 1, 1995. Paid from 122-7463, Oklahoma Biological Survey (Natural Heritage Inventory), and 122-7297, Zoology, pos. 6.63.

Linda L. Wallace, Professor of Botany and Microbiology; given additional title Faculty Administrative Fellow, Provost's Office, August 16, 1995 through May 15, 1996.

Bret Wallach, Professor of Geography; given additional title Chair of Geography, October 1, 1995 through June 30, 1999; salary changed from annual rate of \$44,872 for 9 months (\$4,985.78 per month) to annual rate of \$53,600 for 9 months (\$5,955.56 per month), October 1, 1995. Includes administrative stipend of \$3,600 while serving as Chair. Paid from 122-7241, Geography, pos. 3.60.

William Weitzel, Professor of Management; given additional title Horace B. Brown Teaching Fellow; salary temporarily changed from annual rate of \$66,603 for 9 months (\$7,400.33 per month) to annual rate of \$70,603 for 9 months (\$7,844.77 per month), August 16, 1995 through May 15, 1996. Paid from 122-7213, Business Administration Instruction, pos. 109.60.

Tenure Actions:

Judith A. Overmier, promoted from Assistant Professor to Associate Professor of Library and Information Studies; granted tenure, effective August 16, 1995.

Peter B. Wood, Assistant Professor of Sociology, denied tenure, September 27, 1995.

Resignations and/or Terminations:

Mary Boyce, Assistant Professor of Educational Psychology, August 18, 1995.

Edward W. Chance, Associate Professor of Educational Leadership and Policy Studies and Director of Outreach Programs, College of Education, August 15, 1995.

William J. Crowe, Jr., University Professor of Geopolitics, July 1, 1995.

Deborah Y. Fonteneau, Assistant Professor of English, May 15, 1996.

Danney G. Goble, Historian, Carl Albert Congressional Center, August 31, 1995.

David Griffith, Assistant Professor of Marketing, August 15, 1995.

Jon F. Hale, Assistant Professor of Political Science, June 26, 1995.

Edmund N. Hilliard, Associate Professor of Architecture, August 16, 1995.

Julian P. Kanter, Curator of Political Commercial Archive and Adjunct Professor of Communication, November 14, 1995.

Fred W. Morgan, Robin Siegfried Centennial Professor in Marketing, July 20, 1995.

Linda E. Watson, Coordinator, Oklahoma Natural Heritage Inventory, August 31, 1995.

Jerry A. White, Associate Professor of Journalism and Mass Communication, August 1, 1995.

Retirements:

Legh W. Burns, Professor of Music, August 31, 1995; named Professor Emeritus of Music.

William Cronenwett, Professor Emeritus of Electrical Engineering; retirement date changed from August 10, 1995 to July 10, 1995.

President Boren recommended approval of the academic personnel actions shown above.

Regent Siegfried moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

President Boren reported the following deaths:

Vivia Jean Brown, Professor Emeritus of Pharmacy, on July 18, 1995.

Joseph E. Coulter, Professor Emeritus of Aviation, on September 9, 1995.

J. Clayton Feaver, David Ross Boyd Professor Emeritus of Philosophy, on July 14, 1995.

Robert W. Ketner, Professor Emeritus of Social Sciences and Health Behavior, on August 10, 1995.

J. Teague Self, Regents' Professor Emeritus of Zoology and Professor Emeritus of Microbiology and Immunology, on September 9, 1995.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

Health Sciences Center:

Appointments or Reappointments:

Venita L. Bowie, Poison Control Assistant II, College of Pharmacy, annual rate of \$20,880 for 12 months (\$1,740.00 per month), .50 time, July 17, 1995. Professional Staff. Paid from C4393902, Poison Control Center, pos. 300225.

Margaret A. Eastman, Clinician Assistant II, Department of Orthopaedic Surgery, annual rate of \$50,000 for 12 months (\$4,166.66 per month), July 10, 1995. Professional Staff. Paid from A0000877, PPP Orthopedics Physicians Medical Rehabilitation, pos. 159725.

Nancy L. Nisbett, Director, Research Administration, annual rate of \$48,000 for 12 months (\$4,000.00 per month), July 1, 1995. Administrative Officer. Paid from 20039670, Research Administration, pos. 064201.

Laurie Perrin, Poison Control Specialist I, College of Pharmacy, annual rate of \$42,000 for 12 months (\$3,500.00 per month), August 1, 1995. Professional Staff. Paid from C4393902, Poison Control Center, pos. 300150.

Lisa Standridge, Poison Control Specialist I, College of Pharmacy, annual rate of \$42,000 for 12 months (\$3,500.00 per month), July 31, 1995. Professional Staff. Paid from C4393902, Poison Control Center, pos. 300130.

Changes:

Ellen Francis, promoted from Administrative Coordinator to Department Business Manager, Department of Psychiatry and Behavioral Sciences, salary increased from annual rate of \$31,767 for 12 months (\$2,647.24 per month) to annual rate of \$42,000 for 12 months (\$3,500.00 per month), August 15, 1995. Changed from Professional Staff to Managerial Staff. Paid from 22209620, Psychiatry, Neurology and Behavioral Sciences, pos. 193200.

Adam Malek, Staff Nuclear Pharmacist, College of Pharmacy, salary changed from annual rate of \$49,761 for 12 months (\$4,147.00 per month) to annual rate of \$50,756 for 12 months (\$4,229.60 per month), July 1, 1995. Budget correction. Paid from A0020067, PPP-Nuclear Pharmacy, pos. 400455.

Wes Roberts, title changed from Interim Associate Director, Research and Education Computing Services, to Manager of System Support, Computing Services, June 13, 1995. Managerial Staff.

Candace A. Shaw, Oklahoma Telemedicine Network Project Manager, Provost's Office, salary changed from annual rate of \$55,000 for 12 months (\$4,583.33 per month), full time, to annual rate of \$44,000 for 12 months (\$3,666.67 per month), .80 time, August 21, 1995. Paid from C2393101, Oklahoma Department of Commerce Telemedicine, pos. 002835.

Bill Standefer, title changed from Senior Systems Analyst to Senior Systems Support Analyst, Computing Services, June 14, 1995. Professional Staff.

Resignations and/or Terminations:

Wendy Galbraith, Staff Nuclear Pharmacist, College of Pharmacy, June 2, 1995 (with accrued vacation through July 11, 1995).

George Langley, Department Business Administrator, Department of Surgery, August 30, 1995 (with accrued vacation through November 8, 1995).

Robert R. Lindsay, Senior Systems Analyst, Research and Education Computing, August 4, 1995 (with accrued vacation through August 23, 1995).

Norman Campus:**Appointments or Reappointments:**

Richard G. Dawson, reappointed Consultant, Continuing Education Academic Programs, College of Continuing Education, salary remains at annual rate of \$42,000 for 12 months (\$3,500.00 per month), August 1, 1995 through November 30, 1995. Professional Staff. Paid from 125-4515, NC Training and Consulting Project, pos. 906.65. Paid from grant funds; subject to availability of funds.

Sylvia V. Duca, reappointed Program Director and Principal Investigator, Oklahoma Climatological Survey, salary changed from annual rate of \$48,354 for 12 months (\$4,029.50 per month) to annual rate of \$50,771.76 for 12 months (\$4,230.98 per month), July 1, 1995 through February 29, 1996. Administrative Staff. Paid from 125-4444, Global Training Workshop, pos. 905.65. Paid from grant funds; subject to availability of funds.

Cynthia A. Edwards, reappointed FAA Project Manager, FAA Air Traffic Controllers, salary remains at annual rate of \$50,107.20 for 12 months (\$4,175.56 per month), July 1, 1995 through September 30, 1995. Managerial Staff. Paid from 125-6693, FAA-ATC Payroll Clearing Account, pos. 905.65. Paid from grant funds; subject to availability of funds.

Bob Funston, Program Director, Norman Campus Training and Consulting Project, College of Continuing Education, annual rate of \$49,750 for 12 months (\$4,145.83 per month), July 1, 1995 through June 30, 1996. Administrative Staff. Paid from 125-4515, NC Training and Consultant Project, pos. 905.65. Paid from grant funds; subject to availability of funds.

John R. Hillis, Assistant Director, Law Center External Relations, College of Law, annual rate of \$42,000 for 12 months (\$3,500.00 per month), November 1, 1995. Administrative Staff. Paid from 272-7003, Law Center, pos. 109.65.

Tim W. Hughes, reappointed Manager, Technical Projects, Oklahoma Climatological Survey, salary changed from annual rate of \$39,061 for 12 months (\$3,255.06 per month) to annual rate of \$41,404 for 12 months (\$3,450.36 per month), July 1, 1995 through July 31, 1995; salary changed to rate of \$10,351 for 12 months (\$862.58 per month), .25 time, August 1, 1995 through September 30, 1995; salary returns to annual rate of \$41,404 for 12 months (\$3,450.36 per month), full time, October 1, 1995. Managerial Staff. Paid from 125-6872, CAPS, and 125-4312, Vortex - Straka, pos. 905.65. Paid from grant funds; subject to availability of funds.

Valliappa Lakshmanan, Program Analyst II, Cooperative Institute for Mesoscale Meteorological Studies, annual rate of \$42,000 for 12 months (\$3,500.00 per month), July 3, 1995 through December 31, 1995. Professional Staff. Paid from 125-6570, CIMMS: Task I, pos. 905.65. Paid from grant funds; subject to availability of funds.

Eunice C. McDowell, reappointed College Program Director/Title IV-E Program, School of Social Work, salary remains at annual rate of \$45,000 for 12 months (\$3,750.00 per month), July 1, 1995 through June 30, 1996. Administrative Staff. Paid from 125-4516, Title IV-E Program - Social Work, pos. 905.65. Paid from grant funds; subject to availability of funds.

Daniel J. O'Meara, reappointed Director, Center for Reservoir Characterization, Energy Center, and Adjunct Professor of Geology and Geophysics, salary changed from annual rate of \$50,100 for 12 months (\$4,175.00 per month), .50 time, to annual rate of \$87,650 for 12 months (\$7,304.00 per month), .87 time, July 1, 1995 through June 30, 1996. Paid from 125-4390, Gypsy Field Project; 122-7314, Energy Center Director; 125-4438, Fluvial Reservoirs; 122-7276, Petroleum and Geological Engineering, pos. 905.65; and 122-7242, Geology and Geophysics, pos. 705.60. Paid from grant funds; subject to availability of funds.

Changes:

Phillip J. Curry, title changed from Interim Director, University Computing Services to Manager, Systems Analysis, University Computing Services, salary changed from annual rate of \$58,500 for 12 months (\$4,875.00 per month) to annual rate of \$55,000 for 12 months (\$4,583.33 per month), August 1, 1995. Managerial Staff. Paid from 134-7110, University Computing Services, pos. 109.65.

Theta M. Dempsey, title changed from Assistant Administrator to Interim Administrator of Parking and Transit, salary temporarily changed from annual rate of \$37,581 for 12 months (\$3,131.75 per month) to annual rate of \$40,581 for 12 months (\$3,381.75 per month), September 1, 1995. Changed temporarily from Managerial Staff to Administrative Staff. Paid from 137-9110, Parking and Transit, and 137-9201, Metro Transit, pos. 2.65.

Donnie Duncan, Athletic Director, Athletic Department, evaluation and reappointment, annual rate of \$115,160 for 12 months (\$9,596.67 per month), July 1, 1995 through June 30, 1996. Administrative Officer.

Andrew N. Feldt, Senior Systems Support Programmer, Department of Physics and Astronomy, salary changed from annual rate of \$41,604 for 12 months (\$3,467.00 per month) to annual rate of \$42,436 for 12 months (\$3,536.33 per month), July 1, 1995. Promotional increase - increase omitted from budget. Paid from 122-7281, Physics and Astronomy, pos. 103.65.

Leslie D. Fink, Director, Instructional Development Programs; title Visiting Assistant Professor of Liberal Studies, deleted, July 31, 1995; given additional title Adjunct Professor of Geography, August 1, 1995. Changed from Academic to Administrative Staff.

Kip O. Harbert, title changed from Assistant Director to Senior Staff Auditor, Internal Auditing, salary changed from annual rate of \$48,382 for 12 months (\$4,031.83 per month) to annual rate of \$41,900 for 12 months (\$3,491.67 per month), September 15, 1995. Changed from Administrative Staff to Professional Staff. Paid from 117-7007, Internal Auditing, pos. 102.65.

Carl Hatlelid, title changed from Temporary Employee to Special Project Consultant, Center for Analysis and Prediction of Storms, salary remains at annual rate of \$30,000 for 12 months (\$2,500.00 per month); FTE changed from .49 time to .50 time, July 1, 1995 through September 30, 1995. Managerial Staff. Paid from 122-7414, Center for Analysis and Prediction of Storms, pos. 755.65.

Karen P. Holp, General Manager, KGOU; given additional title Visiting Associate Professor of Journalism and Mass Communication, without additional remuneration, August 16, 1995 through May 15, 1996.

Renee A. McPherson, title changed from Research Associate to Manager, Technical Projects, Oklahoma Climatological Survey, salary changed from annual rate of \$34,182 for 12 months (\$2,848.52 per month) to annual rate of \$40,000 for 12 months (\$3,333.33 per month), August 1, 1995 through June 30, 1996. Changed from Academic to Managerial Staff. Paid from 122-7487, Oklahoma Climate Survey, pos. 905.65.

John P. Merritt, title changed from Interim Manager, Systems Analysis, to Senior Systems Analyst, University Computing Services, salary changed from annual rate of \$46,350 for 12 months (\$3,862.50 per month) to annual rate of \$47,207 for 12 months (\$3,933.92 per month), August 1, 1995. Professional Staff. Paid from 134-7110, University Computing Services, pos. 120.65.

Jaquine H. Milivojevic, title changed from Administrative Assistant to Assistant to the Vice President, University Development, salary changed from annual rate of \$31,510 for 12 months (\$2,625.83 per month) to annual rate of \$42,000 for 12 months (\$3,500.00 per month), August 1, 1995. Administrative Staff. Paid from 152-7161, University Development, pos. 111.65.

Michael K. Moorman, promoted from Assistant Director, Architectural and Engineering Services, and Campus Planner, to Director, Architectural and Engineering Services, and University Architect, salary increased from annual rate of \$52,460 for 12 months (\$4,371.66 per month) to annual rate of \$65,000 for 12 months (\$5,416.66 per month), August 1, 1995. Changed from Administrative Staff to Administrative Officer. Paid from 134-7318, Architectural and Engineering Services, pos. 104.65.

Lawrence E. Naifeh, title changed from Legal Counsel/Compliance Coordinator to Legal Counsel/Director of Compliance for Athletics, Athletic Department, July 1, 1995. Professional Staff.

Kenneth R. Nixon, Special Project Consultant, Center for Computational Geosciences, College of Geosciences, salary changed from annual rate of \$52,248 for 12 months (\$4,354.00 per month), .35 time, to annual rate of \$67,848 for 12 months (\$5,654.00 per month), .45 time, May 1, 1995 through June 30, 1996. Professional Staff. Paid from 122-7455, Computational Geosciences; 125-6840, Computational Geosciences, pos. 701.65; 125-4269, Radar precipitation Interface; and 125-4445, High Resolution DGPS, pos. 906.65. Paid from grant funds; subject to availability of funds.

David Penn, Assistant Director, Center for Economic and Management Research; given additional title W. R. Howell Research Fellow, salary temporarily changed from annual rate of \$52,443 for 12 months (\$4,370.25 per month) to annual rate of \$56,443 for 12 months (\$4,703.58 per month), July 1, 1995 through June 30, 1996. Paid from 122-7407 and 127-9196, Center for Economic and Management Research, pos. 102.65.

C. Owen Pollard, title changed from Acting Director to Program Director, Public Management and Educational Development, College of Continuing Education, July 1, 1995.

Kenith Pope, Assistant Football Coach, Athletic Department, annual rate of \$73,600 for 12 months (\$6,133.33 per month), May 1, 1995, no change in compensation. Paid from 117-1121, Athletic/Football, pos. 62.65.

Kelvin D. Sampson, Head Basketball Coach, Athletic Department, evaluation and reappointment, annual rate of \$115,160 for 12 months (\$9,596.67 per month), July 1, 1995 through June 30, 1996. Professional Staff.

Janice M. Watts, reappointed Senior Program Development Specialist, Department of Educational Psychology, salary changed from annual rate of \$22,050 for 12 months (\$1,837.50 per month), .50 time, to annual rate of \$44,100 for 12 months (\$3,675.00 per month), full time, August 1, 1995 through September 30, 1995. Professional Staff. Paid from 125-4232, Deaf-Blindness Technical Assistance, pos. 905.65.

Gloria M. White, University Ombudsperson, Provost's Office, salary changed from annual rate of \$20,312 for 12 months (\$1,692.66 per month), .50 time, to annual rate of \$20,400 for 12 months (\$1,700.00 per month), .50 time, July 1, 1995. Budget correction. Paid from 122-7045, Ombuds Service, pos. 101.65.

Jack Willis, Editorial Advisor, School of Journalism and Mass Communication, salary changed from annual rate of \$40,800 for 12 months (\$3,400.00 per month) to annual rate of \$41,508 for 12 months (\$3,459.00 per month), July 1, 1995; given additional title Lecturer, Department of Journalism and Mass Communication, August 16, 1995 through May 15, 1996. Professional Staff. Paid from 122-7256, Journalism and Mass Communication, and 147-7304, Student Publications Administration, pos. 104.65.

J. Michael Wolfenbarger, title changed from Research Associate to Senior Scientific Programmer Analyst, Oklahoma Climatological Survey; salary changed from annual rate of \$38,325 for 12 months (\$3,193.74 per month) to annual rate of \$42,157 for 12 months (\$3,513.11 per month), August 1, 1995 through October 31, 1995. Changed from Academic to Professional Staff. Paid from 125-4427, ARM/CART Subaccount, pos. 905.65. Paid from grant funds; subject to availability of funds.

Resignation and/or Termination:

Sarah M. Blouch, Administrator, Parking and Transit, August 31, 1995.

Retirement:

John L. Proctor, Collection Officer, Office of the Bursar, August 31, 1995 (with accrued vacation through October 31, 1995). Medical retirement.

President Boren recommended approval of the administrative and professional personnel actions shown above.

Regent Bentley moved approval of the President's recommendation with the following additions: the reappointment of Kelvin D. Sampson for a seven-year term commencing July 1, 1995 and the reappointment of Donnie Duncan for an eight-year term commencing July 1, 1995, with the provision that at such time as the University lifts its freeze on applicable salaries, Mr. Duncan's annual base salary will be increased at a minimum to the base salary equal to the highest base salary of any other Athletic Director of any other public institution in the State of Oklahoma. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

LITIGATION

There was no report.

DIRECTOR OF GOLF

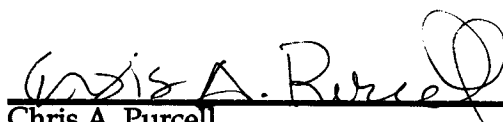
The Board of Regents considered the appointment of a Director of Golf during the executive session.

Regent Halverstadt moved that Mr. Stan L. Ball be appointed Director of Golf at a rate of \$7,500 per month plus incentives based upon golf course memberships recruited, October 1, 1995 through the opening of the golf course; then salary changed to annual rate of \$50,000 for 12 months (\$4,166.66 per month) plus incentives based upon percentage of sales. All compensation in this contract to be paid from revenues of the golf course. Administrative Officer. The following voted yes on the motion: Regents Blankenship, Bentley, West, Hall, Halverstadt, and Siegfried. The Chair declared the motion unanimously approved.

September 27, 1995

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There being no further business, the meeting adjourned at 11:55 a.m.


Chris A. Purcell
Executive Secretary of the Board of Regents

LIST OF APPENDICES

1. Appendix A Conflict of Interest Advisory Committee

The composition and general duties of the Conflict of Interest Advisory Committee are defined.

2. Appendix B Forms

University forms have been developed to standardize administration of this policy. These include:

- a. Research/Technology Transfer Conflict of Interest Disclosure Form
(Employees participating in sponsored research or technology transfer activities will complete this form and submit it for review before the activity begins.)
- b. Conflict of Interest Administrative Review and Management Form
(Recommendation and approval of activities which may involve conflicts of interest will be presented on this form which indicates University review and management recommendations and Vice President action.)

In addition to these forms related specifically to this policy, the Report and Approval of Proposed External Employment and Extra-Compensation Assignments within the University Form, which is used in administration of the Outside Employment and Extra Compensation within the University Policy, is used for employees to disclose non-University activities which pose potential for conflicts of interest.

3. Appendix C Questions and Answers About the Policy

Questions about the Policy Regarding Conflict of Interest are answered to help University employees understand how the policy will be practiced and how it might apply to their own activities.

4. Appendix D Other University Policies Relating to the Conflict of Interest Policy

A listing of other University policies which govern duties and responsibilities of University employees and which may apply to conflict of interest situations.

APPENDIX A

The Conflict of Interest Advisory Committee will be organized to review disclosures regarding conflicts of interest referred to them by the appropriate vice president and advise that vice president as to whether or not the potential or actual conflict of interest is allowable as is, could be managed, or is unallowable.

The Committee will be established by the President of the University of Oklahoma and comprised of a representative group of faculty and staff members appointed by the President from nominations made by the faculty and staff senates and the University Research Council. Representatives from both the Office of Research Administration and the Office of Legal Counsel will serve as ex officio members of the Committee.

APPENDIX B
FORMS

**DISCLOSURE OF POTENTIAL CONFLICTS OF INTEREST
IN EXTERNALLY FUNDED PROJECTS**

This form is intended to be used for activities involving external relationships that require disclosure, including those for yourself, your immediate family and/or household, or an associated entity, which are new to the University or where conditions have substantially changed. All existing relationships, including those approved under policies prior to the adoption of the University of Oklahoma's Policy Regarding Conflicts of Interest which was approved by the Board of Regents xxxxxxxx xx, 1995, require disclosure and will be appropriately reviewed as specified in that policy.

Title of Proposal: _____
Funding Agency: _____
Employee name: _____
Department/College: _____

Name of company doing work related to the proposed project in which you or any member of your family¹ hold, or expect to acquire during the term of the proposed project, a substantial financial interest: _____

Address: _____

Respond to the following questions for yourself and/or any member of your family.

Position(s) held in the business (if any): _____

Have you received \$5,000 or more in salary, payment for services, equity interests, and intellectual property rights from this business during the past year?

- No Yes - value exceeds \$5,000, but does not exceed \$10,000
 Yes - value exceeds \$10,000

Do you own an equity interest in the business?

¹Family includes any individual who is a spouse, parent, stepparent, child, stepchild, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent or grandchild of any employee or a member of the employee's household.

No Yes - value is less than 5 percent
 Yes - value is 5 percent or greater

1. Relationship between proposed project and business (Please circle all that apply.)
 - a. Business is being asked to sponsor the proposed project.
 - b. Business interests of the company are substantially related to subject matter of the proposed project.
 - c. Business may compete for provision of goods or services paid for with funds provided by sponsoring agency.

2. Possible restrictions resulting from this relationship (Please circle all that apply.)
 - a. This proposed project has the potential to limit the ability of students to publish research results or to direct their research for primarily commercial purposes.
 - b. This proposed project involves the potential for restrictions on disclosure or publication of research results.

I have read and understand the Board of Regents' Policy Regarding Conflicts of Interest and declare that I have used all reasonable diligence in preparing this disclosure statement and, to the best of my knowledge, it is true, accurate and complete.

Signature: _____

Date: _____

CONFLICT OF INTEREST REVIEW AND MANAGEMENT FORM

This form will be completed for all activities in which the potential for a conflict of interest between an employee's University responsibilities and outside interests has been identified. A copy of the conflict of interest disclosure (either the Disclosure of Potential Conflicts of Interest in Externally Funded Projects Form or the Report and Approval of Proposed External Employment and Extra-Compensation Assignments within the University Form) should be attached to this form in the review process.

Project Title/Description: _____

Employee Name and Title: _____

Department and College: _____

I have reviewed this project, and I have determined, to the best of my knowledge and judgment, the following:

- ① This project should be approved as described.
- ② This project should not be conducted.
- ③ This project should be approved with modification.

Unit Head's Recommendations: _____ (Attach explanation if ② or ③ are recommended.)

Signature: _____ **Date:** _____

Dean/Director's Recommendations: _____ (Attach explanation if ② or ③ are recommended.)

Signature: _____ **Date:** _____

Vice President's Action:

- Approved as described
- Approved with modification (see attached)
- Referred to Conflict of Interest Advisory Committee for further review
- Disallowed

Signature: _____ **Date:** _____

QUESTIONS AND ANSWERS ABOUT THE POLICY

C.1 What is the purpose of the disclosure requirements under this policy?

Disclosure is required whenever there is an actual conflict of interest so that a management strategy can be developed to assure that the actual conflict does not interfere with the employee's performance of his/her University responsibilities. Disclosure may also be required when there is an appearance of a conflict even though, in fact, there is no actual conflict. In this case, disclosure can be beneficial to both the University and the employee in order to protect them against unfounded claims of impropriety. Disclosure does not necessarily mean that the employee may not engage in the disclosed activity.

C.2 I am a full-time faculty member who does not teach on Fridays. I provide professional consulting services in my area of expertise to a non-University entity only on Fridays and only if I have no other research or service commitments. Does my consulting arrangement create a conflict of interest? Must I disclose this consulting arrangement?

Consulting arrangements can, but do not necessarily, create a conflict of interest if they interfere with your University responsibilities. The standard for how a University employee can engage in consulting arrangements is set forth in the University's Policy Regarding Outside Employment and Extra Compensation. All activities you engage in that are covered under the Policy Regarding Outside Employment and Extra Compensation must be reported as required under that policy. It is unlikely that you will have to do anything other than disclose since you appear to have arranged to do your consulting activities in a way that does not interfere with your University obligations. Further management would be required if your consulting activity did interfere with your University obligations or if use of University resources were involved.

C.3 I am a full-time faculty member who does not teach on Fridays. In addition, I have no other University commitments on Fridays. I usually spend those days at home where I work on a textbook I am writing in my discipline and take care of my youngest child. Do I need to disclose these activities?

No, your activities would not be considered as creating the potential for a conflict of interest. You are engaging in work (writing a book) which is expected of you as a faculty member and in personal activities. Engaging in work undertaken as a part of your position at the University does not require disclosure. In general, engaging in personal nonbusiness activities does not require disclosure.

C.4. I am a faculty member who has received a grant to support my research. A member of my household recently completed his Ph.D. and I would like to hire him as a postdoc on my grant. Can I do this?

Because of the personal relationship and inasmuch as the person is a member of your household it would not be appropriate for you to hire, supervise or evaluate this person.

- C.5. I have been called to serve on a faculty appeals board hearing panel. My ex-husband is friends with some of the faculty in the department involved and while we were still married applied for a position on that faculty (he did not get the job). Should I serve on the panel?**

Given your prior relationship to personnel of the department, it would probably be better to decline to serve. Although a direct conflict of interest may not currently exist, the appearance of a conflict of interest (for several reasons) could exist. You would definitely be required to disclose this prior connection with the department.

- C.6. I am currently employed as an accountant in one of the college offices. A vendor from whom the college frequently orders supplies has asked whether I would be interested in working for him either in the evening or on weekends. I have no responsibility for placing orders. Can I do this?**

You probably will be able to do this. Any outside employment for a full-time monthly staff member is governed under the University's Policy for Outside Employment and Extra Compensation within the University, Norman Campus. Disclosure of the proposed activity is required. See the Staff Handbook for the procedure to follow for review of the proposed employment.

- C.7. I am a member of the University's professional staff. One of my hobbies is photography, and I have started a part-time business taking wedding pictures on weekends. Do I need to disclose this activity to my supervisor?**

Since your outside business is neither related to nor does it interfere with your University responsibilities, it is not necessary for you to disclose this activity.

- C.8. I am a secretary in one of the University offices. My supervisor runs a small consulting company outside her University commitments. She routinely asks me to type letters and reports for her company during work hours. Should she do this?**

No, your supervisor must keep her outside consulting business activities completely separate from University responsibilities. By asking that you work on her personal business on University time, she is in a conflict of interest. You should discuss this matter with your supervisor; or, if you are uncomfortable doing so, you should contact Personnel Services.

- C.9. I am the manager of an office on campus. We are getting ready to replace our office copy machine. My brother-in-law owns a business machine store in town, and he has offered to sell us a new copy machine at his cost. Can I buy the machine from him?**

The purchase of a new copier for your office would come under University purchasing policy and the Purchasing Department will obtain competitive bids before a purchase can be made. You would have to remove yourself from the bidding process. If your brother-in-law's store submits the low bid, they would be awarded the contract. Since you would not be involved in review and acceptance of the bids, this process would not present a conflict of interest for you.

- C.10. I am a faculty member with a consulting business and want to hire a graduate student I am advising to do some research for this outside activity, is this ok?**

This represents a conflict of interest which probably can be managed. It is important that both you and the student understand that engaging (or even a decision to not engage) in this outside activity can in no way influence the student's academic relationship with the advisor and the University. In order to insure this, any arrangement should be disclosed and reviewed, periodically for a continuing relationship.

- C.11 I am a faculty member with a consulting business and wish to use University facilities (including personnel) to test some samples for a company for which I am consulting. How can I do this?**

This represents a conflict of interest which may be manageable through a contract with the University. You may submit a proposal through the Office of Research Administration (ORA) and use the appropriate forms to disclose your relationship to the consulting business. In this case it appears that there are no intellectual property issues and so the primary issue is deciding on a fair value for the services to be performed. This may be suggested by the unit's chair, committee A and ORA as part of the disclosure review process.

- C.12. I am a faculty member with a small research business and we wish to submit a "small business innovative research" (SBIR) project to the federal government (the University is not eligible to apply directly to these programs) in which we would subcontract the experimental work to the University. How can this be done?**

This may be possible as in B.11., above with the addition of the need to negotiate an intellectual properties agreement with the University.

C.13. I am a faculty member who, with my spouse and children, owns ten percent interest in a small biotechnology company. The combined value of the stock we hold in this company is \$25,000. I am writing a research proposal which I plan to submit to the National Institutes of Health to support a project that is related to the business interests of the company. Can I do this?

You may be able to do so. To comply with University policy and the National Institutes of Health Final Rule Regarding Responsibility of Applicants for Promoting Objectivity in Research for Which PHS Funding Is Sought, you will need to disclose your involvement in the company by completing a Statement of Economic Interests Form and submitting it to Proposal Services at the time you submit your proposal. Your involvement in the company and project will be reviewed by your unit head and dean at the time your proposal is routed through the University. If you receive funding from NIH, agency rules and University policy may require further review and restrictions or conditions may be imposed to manage, reduce, or eliminate the possibility that your research project could be influenced by your business interests. The NIH rule requires that the University certify that such issues have been resolved before you start spending any funds for your research project.

APPENDIX D

OTHER UNIVERSITY POLICIES WHICH MAY RELATE TO CONFLICTS OF INTEREST

Conflicts of interest may take various forms but exist when there is contradiction between the private interests and professional obligations of a University employee. In addition to being addressed directly in this policy, such conflicts of interest are addressed in other University policies which govern conduct of employees' professional activities. A listing of such policies follows. This list is not presented as comprehensive of all references to conflicts of interest that may occur in the University environment. A University employee should consult specific University policies as presented in the Faculty Handbook, Staff Handbook, and Administrative Affairs Guide to Services for guidance and information regarding specific situations which may relate to conflicts of interest.

General Purchasing Policies

Academic Freedom and Responsibility

Sabbatical Leave

Ethics in Research

Patent Policy

Copyright Policy

Outside Employment and Extra Compensation within the University

Nepotism

Use of State Vehicles for Private Purposes

Off Campus Use of University Property

Conducting Private Business from State-Owned Facility

University of Oklahoma--Norman Campus Course Changes - June 1995

COURSE DELETIONS

College of Arts and Sciences

P SC	4353	Public Finance
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College of Business Administration

ACCT	4613	Tax Research and Practice
FIN	4353	Public Finance

College of Engineering

E E	4961	Direct Readings and Investigations
E S	6603	Sanitary Engineering Design and Water Resources

COURSE CHANGES

College of Arts and Sciences

ANTH	4813	Archaeology of North America - slashlist
ECON	4353	Public Finance - prerequisite
ENGL	2133	Personal Writing - title
GERM	4313	German Civilization - content
HSS	3430	Field Experience in HSS - description
PSY	4383	History of Psychology - number
S WK	4323	Cultural Diversity and Social Work - content
WS	3220	Women's Studies Course - add repeat for credit

College of Business Administration

ACCT	3323	Governmental Accounting - content
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College of Education

EDFN	5933	Women in Education - title
EDFN	6753	Educational Philosophy of John Dewey - number
EDFN	6783	History of Educational Thought - number
EDFN	6823	Current Movements in Educational Thought - number

College of Engineering

CE	6603	Sanitary Engineering Design and Water Resources - title
CE	6624	Biological and Industrial Wastewater Treatment and Reuse -
number		

College of Fine Arts

FA	2713	Introduction to the Arts - designator
MUNM	3113	Introduction to World Music - prerequisite

College of Geosciences

GEOG	3633	Historical Geography of the United States - description
GEOG	4283/5283	Biogeography - description
GEOG	4353	Advanced Cartography - title
GEOG	4453/5453	Geography Information Systems - prerequisite
GEOG	4463/5463	Satellite Climatology - description
GEOG	4533	Geography of Europe - number

NEW COURSES

College of Architecture

CNS	5960	Directed Readings
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College of Arts and Sciences

ENGL	2113	Intermediate Writing
ENGL	2153	Studies in Literacy and Rhetoric
GERM	4323	German Literature and Civilization II
GERM	4333	German Literature and Civilization III
NAS	3863	Research Methods in Native American Studies
WS	4003	Method and Theory in Women's Studies

College of Business Administration

ACCT	5613	Tax Research and Practice
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College of Education

EDFN	6703	Advanced Studies in the History of Educational Thought
EDFN	6903	Colloquium in Contemporary Educational Thought

College of Arts and Sciences

1. **Ethics and Religion, B.A. (RPC 078, MC 1510A)¹:** course requirement changes. Change the number of hours required for "Cognate Studies" from 15 to 12, and add PHIL 4893, as the senior capstone requirement. These changes will bring the degree program into compliance with the University-wide General Education capstone requirement.
2. **Philosophy, B.A. (RPC 185, MC 1509A):** course requirement changes. Add PHIL 4893, as the senior capstone requirement. These changes will bring the degree program into compliance with the University-Wide General Education capstone requirement.
3. **Psychology, B.A. (RPC 310, MC 2001A):** course requirement changes. Add PSY 4453 as an upper-division requirement, add PSY 2710 and MIS 2003 as options for the computer course required, and add PSY 4113, 4123, 4133, 4143, and 4383 as capstone requirement options. These changes will give students a more representative view of the field of psychology and bring the degree program into compliance with the University-wide General Education requirement.
4. **Psychology, B.S. in Psychology (RPC 194, MC 2001B):** course requirement changes. Add PSY 4453 as an upper-division requirement; add PSY 4113, 4123, 4133, 4143, and 4383 as capstone requirement options; add PSY 2710 and MIS 2003 as options for the computer course required; and change C S 1314 to 1313 and C S 1324 to 1323. These changes will give students a more representative view of the field of psychology; bring the degree program into compliance with the University-wide General Education requirement; and conform to previously course changes in computer science.

**Summary of Endowment Funds and
Funds Functioning as Endowments
As of June 30, 1995 and 1994**

	FY 1994-95 As of 06/30/95		FY 1993-94 As of 06/30/94	% Change
	Book Value	Market Value	Market Value	
Total OU Foundation Endowments	\$ 148,422,456	\$ 169,785,408	\$ 156,183,347	8.709%
Regents' Fund Endowments	12,629,870	15,488,566	12,942,176	19.675%
Total Foundation and Regents' Fund Endowments	161,052,326	185,273,974	169,125,523	9.548%
State Regents' Endowment Funds (1)	44,339,691	44,339,691	35,005,295	26.666%
Total Endowment Funds	<u>\$ 205,392,017</u>	<u>\$ 229,613,665</u>	<u>\$ 204,130,818</u>	12.484%

(1) Matching funds approved by the Oklahoma State Regents in support of endowed chairs and professorships at the University of Oklahoma and the University of Oklahoma Foundation. The State Regents office records these funds at market value. As such, book value and market value are the same.